

Chi Sigma Iota

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EXEMPLAR

Counseling Academic and Professional Honor Society International



The Voice for Wellness



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Editor Insights



Little league baseball season. It tests my "wellness" every spring...mainly because of the schedule. However, it brings much joy to my youngest son Liam and it requires me to take a break in my busy day. These are some of my wellness practices.

Counselors represent some very unique characteristics to "helping." We all can name several we believe are unique and defining, but most of us would agree that a focus on wellness sets us most often apart from other helping professions. We, as a profession, have focused on wellness from our beginnings. Over the years, this focus has waxed and waned but the focus has sharpened more in the most recent years. The NEED for wellness has reminded counselors that we are the voice for wellness, both personally and professionally.

Spring reminds us to focus on personal wellness because balancing professional and personal responsibilities tends to be more precarious due to busier schedules, deadlines, and other responsibilities. It is also a time to celebrate achievements, including our own, our students, our clients, and our profession. Recognizing and celebrating those accomplishments is not self-serving, but is a part of wellness.

Instead of putting off your own attention to wellness, we encourage you to think about this and how you are doing this now and what you can do to enhance your own wellness. In this issue, you will hear how wellness affects leadership, scholarship, teaching, professional service, learning, counseling, and relationships. Be well!



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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Chief Executive Officer's Update

by Holly Hartwig Moorhead, CSI Chief Executive Officer



Dr. Holly Hartwig Moorhead
CSI CEO

Spring is a busy time in our society, filled with many activities and celebrations. CSI chapters initiate new members, celebrate graduations of current members, and sponsor various activities. Members have opportunities to participate in CSI International's professional development opportunities, including live and pre-recorded **Webinars** and **CSI DayS events** at the March 2017 American Counseling Association Conference and Expo in San Francisco. Additionally, CSI recognizes the excellent work of its members and chapters during spring awards presentations. These important activities and celebrations advance the mission of CSI, which is to promote excellence in counseling. CSI's ongoing influence within the profession contribute to CSI's continued physical strength.

Chapter Activities

Since October 2016, Chapter Faculty Advisors (CFAs) have been able to approve new members, enter their chapter initiation dates (no need to submit forms anymore), and access chapter member lists 24/7 using the new online Member Management System (MMS). We have appreciated the willingness of CFAs to learn and work with this new system and have been pleased to hear from many that the MMS is a convenient and valuable resource.

Through the **CSI Speakers Assistance Program**, 17 chapters have received both scheduling and financial assistance in welcoming a CSI Speaker to attend and present at their initiations and chapter events. This is a wonderful opportunity for chapter members to meet and learn from distinguished CSI leaders. Our thanks to all of CSI's Speakers for serving in this special program.

Spring is a strategic time for each chapter to review the requirements that have been met to maintain an active chapter and eligibility to receive chapter rebates, including last recorded attendance at the Annual Delegate Business Meeting, submission of Annual Plans and Annual Reports, and initiations that have been held.

Chapter leaders are encouraged to keep these important upcoming deadlines and events in mind.

March 1 Register to confirm your chapter's delegate who will attend the March 17, 2017 Annual Delegate Business Meeting at the ACA Conference in San Francisco. Chapters must attend at least once every three years to remain active.

April 30 **Annual Reports** are due. Chapters must submit an **Annual Plan (due September 30)** and **Annual Report at least once every two years to remain active and eligible to receive chapter rebates.**

In this busy season of chapter events and celebrations, we thank the committed CFAs who are at the forefront of nurturing new leaders to serve within their CSI chapters now and within the counseling profession into the future.

Professional Development Opportunities

As a professional society, CSI is committed to providing quality professional development to members in various formats.

Since the start of this fiscal year, CSI members have been awarded more than 2000 NBCC-approved continued education clock hours through attending CSI webinars focusing on various topics requested by our members, including clinical practice, professional development, and training for CFAs and chapter leaders. In Fall 2016, CSI offered a three-part "Trauma" webinar series. Spring 2017 webinars will focus on how professional counselors can counter traumatic stress due to implicit bias, evaluate ethical considerations when conceptualizing the counseling session, implement the new **Multicultural and Social Justice Counseling Competencies (MSJCC)**, and support adolescents transitioning from high school to college. Learn more about **CSI's Spring Webinars**.

Continuing CSI's commitment to professional advocacy and the long-standing supportive relationship between CSI and CACREP, Dr. Tyler Kimbel, CACREP Vice President of Research and Outreach, and Dr. Carol Bobby, CACREP President and CEO, presented a CSI webinar about professional advocacy in February. Additionally, CSI participated in **CACREP's Advocacy Week**, February 20-24, by providing access to CSI advocacy resources for counselor education programs engaging in professional advocacy. Whether you are a member who is a student, professional, or counselor educator, check out these (free!) helpful professional development resources.

Members also can earn NBCC-approved continuing education clock hours by attending **CSI DayS events** during the ACA Conference in March. While there, be sure to visit the 25 CSI-sponsored poster sessions that were selected by the CSI Poster Sessions Review Panel from a large number of proposals submitted this year!



CSI thanks the presenters of these trainings for their contributions to the quality, accessible professional development that CSI offers.

Member and Chapter Recognitions

CSI will celebrate the accomplishments of members and chapters by recognizing 50 award, grant, fellowship, and internship recipients during the **2017 CSI DayS events** in San Francisco.

Members of CSI's Awards Committee and Awards Review Panel reviewed nominations from dozens of chapters in Fall 2016 and selected recipients of CSI's 2017 individual and chapter awards. CSI's Leadership Fellow & Intern Selection & Mentoring Committee, chaired by Past-President Dr. Spencer Niles, reviewed an exceptionally large number of applications and chose two Leadership Interns and eight Leadership Fellows who will be mentored by and work with CSI leaders during the 2017-2018 year. Dr. Niles's committee also selected the third recipient of CSI's Edwin L. Herr Fellowship for Excellence in Counseling Leadership and Scholarship.

This year, we also were pleased to receive a significant increase in applications for **CSI Chapter Development and Statewide/Regional Networking Grants** and a record number of **Excellence in Counseling Research Grants** proposals. CSI's Committees and Review Panels awarded ten Chapter Development Grants, five Statewide/Regional Networking Grants, and eight Excellence in Counseling Research Grants.

Additionally, CSI and CACREP co-sponsored a **Leadership Essay Contest** for the third year. A panel of leaders from CSI and CACREP selected six deserving award recipients. The two first place entries are published in this issue of the **CSI Exemplar**, and all award recipients will be recognized at the CSI Leadership Workshop during CSI Days events.

CSI International and chapter activities would not be possible without the hundreds of hours that volunteer officers and committee and review panel chairs and members dedicate. In this season of awards and recognitions, we thank these dedicated CSI members for their important (and often unseen!) service. Read more in **Dr. Barbara Herlihy's article** within this issue about the times and locations of CSI's award presentations, and plan to attend these special celebrations.

CSI's Continued Strength

CSI continues to grow and to give. More than 113,000 members have been initiated into 392 chapters that have been chartered since our society was established in 1985. We keep welcoming thousands of new members each year, as well as chartering new chapters and reactivating previously established chapters. This growth corresponds to increased giving. Over the past 30+ years, CSI International has returned more than \$1.3 million dollars in chapter rebates to support the work of chapters. During this fiscal year, we have been delighted to see chapters eligible to receive more than \$134,000 in chapter rebates.

The strength of CSI is not demonstrated only in the numbers of new members and chapters; rather, CSI's strength is based in our members' historical and ongoing commitment to excellence throughout the profession of counseling wherever they service, whether in clinical practice, research, service, teaching, supervision, mentoring, or advocacy. We look forward to seeing our members at CSI DayS in March and reading about the important work being done throughout the society in the chapter Annual Reports submitted in April. As always, ideas about ways to continue to enhance member services always are welcome (office@csi-net.org or holly.moorhead@csi-net.org). Thank you for being part of all the good things that are happening in CSI this spring.

CSI DayS—San Francisco, CA

Friday, March 17, 2017

-JCLA Editorial Board Breakfast Meeting	7:30-8:30 AM	The Cavalier Restaurant 360 Jessie Street
-CSI Executive Council Meeting	11 AM-12:30 PM	Intercontinental Hotel Room: Fremont
-CSI Leadership Workshop: "Going Global: Leadership in Transcultural Counseling"	1-2:30 PM	Moscone Convention Center Room: 2002

Saturday, March 18, 2017

-CSI Delegate Business Meeting	7-10:30 AM	Intercontinental Hotel Room: Grand Ballroom
-CSI Chapter Faculty Advisors Training	12-1:30 PM	Intercontinental Hotel Room: Telegraph Hill
-CSI Chapter Leaders Training	2-3:30 PM	Intercontinental Hotel Room: Telegraph Hill

Check the **CSI DayS Schedule** posted for any location changes!



The Wellness of CSI

by Michael D. Brubaker, CSI President



Dr. Michael Brubaker
CSI President

“One small change can make a difference.” Such was the call of one of our members at the CSI Leadership Workshop in Montreal, Canada, last April. Indeed, this was the message that many needed to hear as we considered how our efforts might impact the coming year and beyond. Wellness is not a very provocative concept in a world of highly charged discourse. But it might just be the one that grounds our common humanity and professionally sets counselors apart from the rest of the helping professionals. While the origins of this year’s presidential theme, wellness leadership, came from the need to infuse this central counseling tenet into the key standards of our profession, it has become evident that this theme is far more important to our larger society.

As I reflect on this past year, I am quite impressed with the many ways that CSI has demonstrated wellness leadership, both in modeling respect and care for its members while championing wellness counseling as a critical practice to supporting our clients. Wellness and

its connection to our identity are central to CSI’s Vision, which notes how “...We promote strong professional identity through members who contribute to the realization of a healthy society by fostering **wellness** and human dignity” (*CSI Strategic Plan*, Adopted 2009, Reaffirmed 2013). Excellence in counseling is marked by our ability to excel as skillful wellness experts, supporting individuals, families, and whole communities to achieve their fullest human potential. CSI has a critical role in recognizing and promoting this unique contribution of our field.

It is remarkable to have seen the power of our membership and the many keen thinkers who offered their creative energies and expertise to exploring how CSI may use wellness practices. The 2016 CSI Leadership Workshop resulted in many suggestions for our honor society and its members to embrace individual wellness, interpersonal connections, chapter wellness activities, and to advance collective change in our profession and the community as a whole. The Executive Council took these suggestions seriously and incorporated them into our Committee charges for the year, thereby inviting those within our larger organizational structures to establish supports for

wellness practices across all levels.

I was also very pleased to have the opportunity to witness our amazing staff under the leadership of our Chief Executive Officer, Dr. Holly Hartwig Moorhead, model wellness leadership as they addressed daily challenges with grace and mutual care while prioritizing our membership’s needs above all. Drs. Moorhead, Kennedy, and I shared some of these practices along with other CSI wellness leadership activities during our presentation at the Southern Association for Counselor Education and Supervision Conference in New Orleans.

We are seeking to embody wellness leadership at CSI DayS at the American Counseling Association 2017 Conference and Expo in San Francisco. Before our Delegate Business Meeting, we are providing breakfast, and afterwards there will be networking opportunities with our committee leaders. An added bonus this year is a wellness and community engagement event, hosted by the Counselor Community Engagement Committee and Theta Chi Chapter in San Francisco. They will be leading a walk near key landmarks while raising funds for a local cause. Lastly, there will be ample opportunities to learn about wellness through our education and poster sessions, 11 of which are focusing on wellness and wellness leadership.

Other wellness scholarship may be found on our CSI webinars, recorded this year by two outstanding leaders in our profession. Dr. Barbara Herlihy’s presentation “Don’t Look for the Parrot: Counseling for Wellness in a Managed Care Environment” explored the challenges and opportunities to practice wellness counseling in our current third-party payer system. In her presentation, “Countering Traumatic Stress Due to Implicit Bias: Applying a Wellness Approach in Counselor Education Programs,” Dr. Cirecie West-Olatunji examined the need to



From one CSI President to the Next!
Dr. Spencer Niles, 2015-16 CSI President,
hands over the gavel to Dr. Michael Brubaker,
2016-17 CSI President.

employ wellness approaches in counselor education programs where marginalization remains pervasive. If you missed either of these, they are **recorded and available for you**.

One of the most powerful experiences of this year for me personally has been reading the essays from our emerging professionals who participated in the **2016-2017 Leadership Essay Contest co-sponsored by CSI and CACREP**. Writing on the theme of Wellness Leadership in Organizations, CSI members shared their perspectives on the many ways that counseling leaders may advance wellness in their chapters and the profession at large. I invite you to read these creative and insightful **essays**.

Lastly, I am delighted to have joined a core group of wellness scholars and leaders who are advancing wellness in counseling through advocacy, scholarship, and practice. This CSI Wellness Task Force is co-chaired by Drs. Tom



Sweeney and Laura Shannonhouse and includes Drs. Donna Gibson, Cheryl Pence Wolf, Jim McMullen, and Stephen Kennedy. One primary outcome of this group is the creation of a new tab on our CSI webpage on **Wellness Research**, which is a rich source of information for scholars and practitioners alike. There is more work to be done on this front, and I feel hopeful that we will make even more progress in the years to come.

I also hope each of you who are reading this will continue to be wellness leaders, finding those opportunities to embody mutual care and support wellness in all you do. Many have responded to this call over the past year and have planted the seeds of change to greatly impact CSI, our profession, and the community at large. I thank you for these efforts, and the many forms of support you have shown to this great organization. It has been my pleasure to serve with you.

Welcome NEW CSI Chapters!

Eta Upsilon
Jacksonville University

Mu Eta Delta
Medaille College-Buffalo

Mu Eta Rho
Medaille College-Rochester



WELLNESS LEADERSHIP 2016-2017 Leadership Essay Contest First Place Award Recipients Jointly Sponsored by Chi Sigma Iota and CACREP

Wellness Leadership In Organizations

by Carrie DuPont, Omega Zeta Chapter, Walden University
Doctoral Student/Professional Counselor/Counselor Educator Award Recipient

A wellness leadership organization adopts wellness as a priority with leadership modeling wellness principles. In detail, a wellness leadership organization is one that advocates for and promotes wellness throughout the organization and incorporates self-care practices and opportunities. Organization leaders are in a unique position to reach out to those on the front lines and affect their views on wellness by way of incorporating wellness into the organizational culture. The leadership in a wellness leadership organization places a priority on wellness and provides opportunities for members to practice wellness.

As counselors, we provide clients with the resources to practice wellness, but we often fail to care for ourselves. Leading by example, through modeling a wellness-focused practice, is one way that I promote wellness in my organization. As a counselor and doctoral student, I have the responsibility of practicing wellness and promoting wellness in students and future counselors. As a leader in my organization, I have the responsibility of meeting the needs of those I serve. Meeting the needs of those I serve requires that I lead by example, teach wellness principles such as self-care and mindfulness, and provide opportunities to practice wellness. Most importantly, as a counseling supervisor, I have the responsibility of ensuring that I provide a solid foundation in counseling ethics and wellness as an essential part of providing ethical services.

To advance wellness in society, it is essential that an organization practice wellness and promote a wellness-based perspective. As counseling professionals, we encourage growth and change in clients by modeling the behavior ourselves. Wellness requires the same approach. My organization is small in number, however, we have the ability to reach many through advocacy and community involvement. Advocacy is encouraged by the Council for Accreditation of Counseling and Related



Carrie DuPont



Educational Programs (CACREP) as an essential part of counselor identity and involvement within the counseling profession. Advocating for the importance of wellness in my community offers the potential to reach others and encourage other mental health professionals to help Chi Sigma Iota (CSI) and CACREP promote wellness through education and training.

The inclusion of wellness principles in the CACREP 2016 Standards and the CSI Principles and Practices of Leadership Excellence are evidence of organizational awareness and a shifting focus on wellness in counselor education. The American Counseling Association (ACA) Taskforce on Counselor Wellness and Impairment has developed wellness strategies that are useful to practicing counselors, counselors-in-training, and counselor educators.

Counselor education programs cannot adequately prepare counselors for the difficult and painful experiences shared with clients and the toll that counseling work can take on the individual. It is essential that counselor education programs provide more education and training to counseling students, and most programs are falling short in this regard. Including counselor wellness as a CACREP educational standard provides the power to reach a diverse and inclusive student population. Furthermore, including wellness principles as core curriculum will ensure that counselors-in-training are provided with the education, training, and skills to practice self-care and integrate a wellness philosophy in practice.

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Check out CSI's Upcoming Webinars!

Conceptualizing Counseling Sessions: Ethical Considerations-March 30, 2017

Operationalizing the Multicultural and Social Justice Counseling Competencies-April 4, 2017

Chapter Leaders Training: Fundraise Your Way to a Thriving CSI Chapter-April 11, 2017

College Counseling: Supporting the Transition from High School to First-Year College Students-April 19, 2017

Counselor Community Engagement in Action: From Idea to Follow-Through-April 21, 2017



Wellness Leadership In Organizations

by Michael Desposito,
Beta Gamma Chapter, Bowling Green State University
Entry-level Award Recipient

Myers and Sweeney (2008) conceptualized wellness as a paradigm within the healthcare professions. Wellness as a concept has spawned several evidenced-based models for conceptualizing individual choice intentionally, thus promoting a strength-based framework of behavior (Myers & Sweeney, 2004). Professional counselors stand at the forefront of this paradigm by incorporating wellness into their treatments, professional organizations, and personal lives to advance a more adaptive society (Barden, Conley, & Young, 2015; Lawson & Myers, 2011). To lead such a monumental vision, professional counselors require both professional excellence and advocacy.



Michael Desposito

As a graduate student in a CACREP accredited program and President of a state branch of the Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, wellness leadership demands addressing healthy decision-making in all aspects of life. As counselors, we are tasked with recognizing the interaction between different facets of wellness for clients from a holistic perspective so as to not de-emphasize the importance of any single part over the greater sum (Lawson & Myers, 2011). Organizational leadership demands a similar standard to provide space and inclusivity for the members that the organization serves. A wellness leader would therefore require modeling professional excellence to society from the coordinated advocacy of its members. This perspective highlights the monumental role professional advocacy plays within the counseling profession to build a common identity, greater collaboration among members and professionals, and accountability of those who serve the greater good of society (Myers, Sweeney, & White, 2002).

As a wellness leader, I advocate for my members and community by working collectively with my board to offer continuing education workshops across the state. This demands partnering with local, state, and national organizations to promote a common language of excellence. Finally, I can only model wellness leadership to others if I practice cultivating healthy behaviors in my studies and future practice (Lawson & Myers, 2011). Developing my own professional identity within the counseling profession, balancing my internal and external resources, and striving for congruence within my work, relationships, and personal life serve as effective strategies to foster a wellness leadership across the various domains of my life (Lawson & Myers, 2011).

Organizations like CSI and CACREP have produced groundbreaking work to build a strong professional identity for counselors, but there is still much needed work to advance wellness (Cashwell, 2009). Principles #5, #6, and #8 from the CSI Principles and Practices of Leadership Excellence (1999) are congruent with wellness philosophy by promoting professional service from a long-term perspective, persevering resources, and mentoring, encouraging, and empowering others



through opportunity. The CACREP Annual Report (2015) echoes a similar philosophy by highlighting professional excellence through the partnerships professional organizations have enriched for better portability among the profession and increasing counselor competence through the merger with CORE. If we wish to promote wellness across diverse counseling organizations and society as a whole, professional excellence must be integrated with the social interest of advocating for healthcare from a holistic perspective. Wellness can be for everyone, not just individuals or the privileged few.

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Check out CSI's Wellness Research Page!

ATTENTION ALL Counselors, Researchers, Counselor Educators, & Students!
Have you ever needed a wellness resources?
CSI has all of this in one single location.

We encourage you to visit our CSI Wellness Research page that is part of the CSI website. The site includes resources of wellness instruments and research.
The site is available to all CSI members.

While you are visting, please look for our feedback survey that will help us serve all of your wellness needs!

On the cusp of "wellness?"

A CSI Wellness Initiative

by Donna M. Gibson, Exemplar Editor

During this past year, CSI President Michael Brubaker integrated the theme of "Wellness Leadership" into CSI activities and as a focus of his work as CSI President. Not surprisingly, he enlisted the expertise of several CSI members to further the development of a wellness initiative that began in discussions among the CSI executive council during the prior year and was inspired by the seminal work of Dr. Jane E. Myers. At that time, the CSI Executive Council determined that there was a "need to bring focus, and intentionality to counseling wellness research and resources for the benefit of those we serve both within and outside of the Society" (Draft of the Jane E. Myers Research and Resources Institute Strategic Plan).

The idea to focus more on wellness in a concentrated and strategic manner is not foreign to CSI, since promoting wellness is a fundamental value with the **CSI Vision Statement and its Strategic Plan**. The CSI Jane E. Myers Counseling Wellness Research and Resources Institute will further this foundation and advocacy for wellness among all people across the life span by providing practical tools for both research and practice to foster wellness and human dignity in the U.S. and globally.

In terms of research, the JEM Counseling Wellness Research and Resources Institute will be a resource for research scholars and practitioners in the following ways:

- The JEM website will include both reference and interactive capabilities to facilitate communication among scholars and practitioners.
- Webinars on wellness research and promoting

additional scholarship in this area will be developed and available.

- More research using the 5F-WEL is needed and will be encouraged.

When asked why wellness research is important, Founding CSI Member and Executive Director of CSI, Dr. Thomas Sweeney emphasized that our counseling profession has "a solid philosophical and practical foundation in human development over the lifespan that addresses all areas of human life tasks and interaction. We espouse a developmental approach to helping others with life transitions." In essence, Dr. Sweeney is noting the proactive approach counselors take in helping individuals with expected and unexpected life transitions that requires a developmental perspective. According to him, this perspective makes the counseling profession "**one of the many voices for wellness.**"

Although CSI is only at the beginning stages in making the JEM Counseling Wellness Research and Resources Institute a reality, efforts toward this have been in place for many years. First, the collection of wellness research and resources conducted and provided by Dr. Jane Myers makes for an significant beginning. Second, these resources are now part of the **CSI Wellness Research** page on the society's website. Third, the Wellness Research Taskforce is dedicated to conducting research and helping others disseminate their research focused on wellness. Finally, CSI is dedicated to re-emphasizing the importance of wellness and wellness research in the counseling profession. Stay tuned!





CSI in San Francisco!

by Barbara Herlihy, CSI President-elect





Dr. Barbara Herlihy
CSI President-elect

In this column, you will find detailed information about CSI DayS, a series of events that are held annually at the American Counseling Association Conference and Expo. This spring, we are excited to be gathering in San Francisco to celebrate our successes, conduct our business, further develop our leadership skills, and socialize with colleagues and friends. The CSI Executive Council will meet on Friday, March 17, and CSI DayS events will take place on Friday, Saturday, and Sunday, March 17 through 19, 2017. As was done in past years, ACA has provided us with 20 free student registrations for CSI award recipients, as well as three sponsored education sessions and 25 sponsored poster sessions.

The format of some CSI events will be a bit different from previous years. Space limitations made it necessary to eliminate some activities or combine them with other events. In lieu of an Awards Ceremony, CSI awards will be presented by the Awards Committee during other

CSI events. Please note the details provided in the descriptions of these other events, so that you can attend the awards presentations and show your support for the awards recipients. Additionally, instead of an evening reception this year, CSI will provide breakfast prior to the Delegate Business Meeting. **Pre-registration** is required, so please see the further information provided under Delegate Business Meeting below.

Education Sessions

Our education sessions will build on President Dr. Michael Brubaker's theme of "Fostering Wellness and Human Dignity through Leadership." Under his leadership this year, CSI has made strides toward a greater understanding of wellness in our profession, how it relates to social justice and fostering human dignity, and how wellness can enhance counselor identity and practices. Furthering these goals, the sessions will focus on advocacy and community engagement, and on professional identity development. We are pleased to offer the following education sessions:

"Advocacy and the 10 Key Considerations in Counselor Community Engagement" will be presented on Saturday, March 18, 3:00 – 4:00 pm in Room 3024 in the Moscone Convention Center. Presenters are Dr. Matt Glowiak, Ms. Devon Romero, and Dr. Nicole Stargell.

"Professional Identity: A Crucial Step in Counselor Preparation" will be presented on Sunday, March 19, 7:30 – 8:30 am in Room 2007 in the Moscone Convention Center. Presenters are Dr. Mark Young and Mr. Everett Painter.

Also, be sure to visit the **25 CSI-sponsored poster sessions!**

Leadership Workshop

As President-elect, I am pleased to introduce the upcoming presidential theme, "CSI and the globalization of counseling," in our Leadership Workshop. Today, perhaps more than any other time in our country's modern history, the unique skills of professional counselors are critically needed. These skills include listening without judgment and working to understand disparate perspectives, fostering social justice and advocating for those who do not hold privileged societal positions, and promoting peace and reconciliation. Although there is a clear need in these unsettling times to bring these skills to bear within our own borders, it is important to remember that these same skills are urgently needed in many areas around the globe. Due to the growing internationalization of the counseling profession, opportunities abound for counselors to contribute to global peace and social justice. These will be discussed in our leadership workshop entitled "*Going Global: Leadership in Transcultural Counseling.*"

The panelists are prominent leaders in the internationalization of counseling movement: Drs. Christine Suniti Bhat, Courtland C. Lee, Spencer G. Niles, and Catherina Y. Chang. They will share their perspectives gained from their extensive experiences in transcultural counseling and training. A discussion period will follow to ensure that attendees have opportunities to ask questions and engage in collaborative dialogue with the presenters and with each other. We invite you to participate in this workshop, which will be held on Friday, March 17, from 1:00 – 2:30 pm in Room 2002 in the Moscone Convention Center.

At the beginning of the Leadership Workshop, we will recognize the award recipients of the **2016-17 CSI/CACREP Leadership Essay Contest** and **CSI Edwin L. Herr Fellowship for Excellence in Counseling Leadership and Scholarship**, as well as **CSI Leadership Fellows and Interns**.

Delegate Business Meeting

During our **Delegate Business meeting** on Saturday, March 18, starting at 7:30 am, chapter delegates will receive annual reports and get important updates from the CSI Executive Council and Headquarters Staff. The delegates will vote to approve the 2016 Delegate Business Meeting minutes, so be sure to **download those minutes** prior to the meeting.

At the Delegate Business Meeting, we will recognize the recipients of the 2016-17 CSI Outstanding Practitioner, Outstanding Practitioner Supervisor, Outstanding Research, Outstanding Entry-Level Student, Outstanding Doctoral Student, Outstanding *Journal of Counselor*



Leadership and Advocacy Article, Outstanding Service to the Chapter, and Thomas J. Sweeney Professional Leadership Awards. We will also recognize the 2016-2017 recipients of CSI's Excellence in Counseling Research Grants, Chapter Development Grants, and Statewide/Regional Networking Grants.

We look forward to seeing you there and offer the reminder that chapters are required to attend once every three years to remain active and eligible to receive chapter rebates. The location for the meeting is the Grand Ballroom of the Intercontinental Hotel. CSI will provide breakfast, starting at 7:00 am, before this meeting. Attendees must **pre-register** to attend the Delegate Business Meeting this year. We plan to adjourn at 8:45 am so that attendees can attend the ACA Keynote Address. CSI Headquarters Staff and Committee representatives will remain on-site to talk with members who are interested in volunteer opportunities with CSI Committees and Review Panels.

Chapter Faculty Advisors Training

As then-President-elect Michael Brubaker noted in this column last year, Chapter Faculty Advisors (CFAs) are the backbone of a thriving chapter. The training will include topics such as increasing and maintaining membership among current students, alumni, and faculty; recruiting and mentoring student leaders; fundraising; and online resources. The **training** will be held on Saturday, March 18, from 12:00 pm – 1:30 pm in the Telegraph Hill Room of the Intercontinental Hotel and led by Drs. Lisa Aasheim and Raul Machuca. During this training session we will recognize the recipient of the 2016-17 CSI Outstanding Chapter Faculty Advisor Award.

Chapter Leaders Training

Drs. Julia Whisenhunt, Linwood Vereen, and Matt Glowiak will lead this interactive session on Saturday, March 18, from 2:00 – 3:30 pm in the Telegraph Room of the Intercontinental Hotel. This training provides opportunities to learn strategies for innovative programs, recruiting, and chapter involvement in CSI initiatives. During this training, we will recognize the recipients of the 2016-17 Outstanding Chapter, Outstanding Chapter Individual Program, and Outstanding Chapter Newsletter.

And finally, a “Shout-Out”

In addition to the information provided in this column, you can find information about CSI DayS events - including meeting locations, dates, and times - on the [CSI Website](#).

Despite the challenges created by space limitations, an outstanding series of CSI DayS events awaits you in San Francisco. For this, we extend our heartfelt appreciation to the CSI Headquarters Staff, under the leadership of Dr. Holly Hartwig Moorhead who was our strong advocate. We also extend our gratitude to our current President, Michael Brubaker, for his steadfast leadership throughout the year. We have learned and grown through his presidential theme of “Fostering Wellness and Human Dignity through Leadership.” CSI is fortunate indeed to have their commitment and guidance as we look forward to our 2017 CSI DayS in San Francisco.



SPECIAL FEATURE: LEADERSHIP & PROFESSIONAL ADVOCACY INTERVIEWS

Professional Advocacy Agent: Dr. John Laux by Zanovia P. Tucker Mu Beta Chapter, Western Michigan University



Dr. John Laux
Alpha Omega Chapter
University of Toledo

It was an honor to be granted an interview with Dr. John Laux: a Counselor Educator and Interim Associate Dean at the University of Toledo. This article documents his work as an advocate for the counseling profession.

Dr. Laux had been advocating for quite some time before he realized that he was engaging in professional advocacy work. At first, he incorrectly believed that advocating meant going to the state court house rallying for change. He put that incorrect notion aside once he realized

that there were many ways to advocate for the counseling profession. Dr. Laux realized that working with students and teaching them about the counseling profession was also advocacy work. Further, he engages graduate students in conversations about the counseling profession and how to get involved in professional counseling organizations, such as the Ohio Counseling Association and the American Counseling Association. He also speaks with students at the undergraduate level where he helps them navigate through their program, make decisions about which graduate program will best fit their professional goals, understand the roles and scope of practice of counselors, and understand the importance of the counseling profession to the public.

Dr. Laux believes it is important to advocate for the counseling profession because the public and other mental health professions do not know what professional counseling is and the role and scope of practice of professional counselors. He mentioned how loosely the word “counseling” is used, which can cause confusion for someone who does not understand the counseling profession. He believes that the word “counselor” should be protected and remarked that it is important to advocate for the counseling profession because if we do not advocate for ourselves, license for professional counselors can be weakened or threatened.



Dr. Laux has participated in numerous advocacy projects. On a state level, he lends a voice on matters concerning the counseling profession in the state of Ohio with the Ohio legislature. At his university, he encourages students to go to local, regional, and national counseling conferences.

He believes it is urgent to address licensure portability laws across states. He believes there should be a clear, unified understanding on what it should take to become a professional counselor. There should be a standard, uniform training model in regards to counselor training and licensure. Dr. Laux remarked that he would like the counseling profession to become more scientific based and publish more research studies. Other professions citing the

research of professional counselors is another important professional advocacy issue.

His students' successes are of what he is most proud. When students win awards from state and national counseling organizations, take leadership roles in the counseling profession, become outstanding clinicians, and become counselor educators, he feels like he has done a great service to the profession by preparing his students for successful careers.

Most importantly, he believes that the counseling profession would benefit from all counselors becoming more active advocating for the needs of the counseling profession, counseling students, and clients.

CSI Election Results

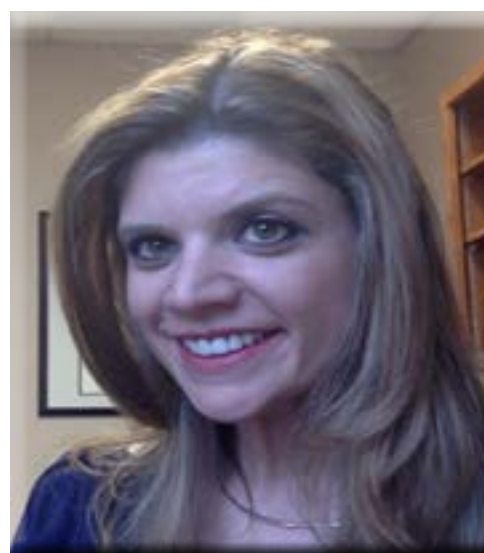


Dr. Nicole Hill
President-elect-elect

Hill is the Department Chair, Doctoral Program Coordinator, and CACREP Liaison at Syracuse University. Dr. Laura Shannonhouse is an Assistant Professor at Georgia State University.

With four exemplary nominees for the offices of President-elect and Secretary, two were elected for the positions. Nominees for President-elect were Dr. Nicole Hill from Syracuse University and Dr. Dana Levitt from Montclair State University. The nominees for the office of Treasurer were Dr. Laura Shannonhouse from Georgia State University and Dr. Julia Whisenhunt from the University of West Georgia. We are very appreciative of their commitment to leadership and service.

Congratulations to Dr. Nicole Hill, 2017 President-elect and Dr. Laura Shannonhouse, Treasurer.



Dr. Laura Shannonhouse
Treasurer-elect



Introducing the new Editor of the *JOURNAL OF COUNSELOR LEADERSHIP AND ADVOCACY*

by W. Bradley McKibben, *Exemplar* Associate Editor



JCLA Editor
Dr. Melissa Luke

The inaugural issue of the *Journal of Counselor Leadership and Advocacy (JCLA)* was published in 2014 under the editorship of Dr. Casey Barrio Minton (Upsilon Theta). In the three short years since the first publication, *JCLA* has become a robust journal that showcases quality research and scholarship in professional counseling. In a few months, Dr. Barrio Minton's term as Editor will end, and Dr. Melissa Luke (Sigma Upsilon) will transition into being the new Editor. I spoke with Dr. Luke recently about her upcoming service, and I am honored to introduce her to readers of the *Exemplar* as *JCLA*'s incoming Editor.

Dr. Luke is a Professor of Counselor Education at Syracuse University in New York. She has an impressive history of service in Chi Sigma Iota (CSI), including Treasurer (2013-2015), Chapter Grants Committee Chair (2013-2015), and panel member for leadership essay contest and CSI poster session reviews. She also has involved herself at the

chapter level of CSI throughout her career, including service as a Chapter Faculty Advisor. She noted anecdotally that when she was a doctoral student, she was an inaugural initiate into her chapter. More recently, Dr. Luke has been busy serving as the Associate Editor for *JCLA* alongside Dr. Barrio Minton who has allowed her to feel more prepared and grounded as she prepares to transition into the Editor role. Dr. Luke also co-guest edited a **special issue of *JCLA***, one dedicated to the life and works of former CSI Executive Director, Dr. Jane Myers.

When asked about her plans as *JCLA* Editor, Dr. Luke highlighted the importance of maintaining the momentum that has been established and continuing forward progress with the journal. She noted, "*JCLA* has published six issues thus far, and I want to continue working to expand the impact of the journal in order to help authors and to promote professional counseling." Dr. Luke also mentioned establishing structures within the editorial board to mentor reviewers. "I want to offer reviewers feedback on how to be a strong reviewer," she shared, "In this way, the journal enacts the mission of CSI." Also among her plans for *JCLA* are marketing brief research reports for publication consideration, which were begun by Dr. Barrio Minton, as well as exploring a systemic proposal process for special issues.

Looking beyond her upcoming three year term as Editor of *JCLA*, Dr. Luke reflected that the journal already has a wide circulation and strong institutional memberships. She stated, "Long term, I want



to see *JCLA* evolve in its robustness, impact, and readership, and there is structure in CSI that might allow for that.” Among the structures in place for *JCLA*’s continued growth are *CSI’s website*, which allows members to **access *JCLA* free of charge**, as well as CSI’s use of new and emerging media outlets to get research out to readers. Dr. Luke stated her hope is that her leadership over the next three years serves to advance *JCLA* in the long term, and she plans to continue expanding institutional memberships as a way to increase the journal’s impact factor.

Finally, Dr. Luke offered advice to those seeking to publish scholarly work in *JCLA*. “In some ways, research and publication is a linear process,” she said. “If potential authors read the submission guidelines before submitting or starting a study, they get a sense of the scope of the journal that will allow them to make methodological decisions.” Importantly, Dr. Luke emphasized that submitted manuscripts should fit the scope of the journal. Technicalities such as grammar, writing style, and APA formatting also are important. Last, she made clear: “Be as transparent as possible about methodological decisions and do not take shortcuts.” In addition to these guidelines, she also encouraged readers to submit their scholarly work for publication consideration in *JCLA*. CSI members do many things excellently, including research, and *JCLA* is a great outlet for quality scholarship!

During our interview for this article, Dr. Luke exuded genuine excitement, coupled with humility and reflection, when talking about becoming *JCLA* Editor. She has a clear sense of where the journal is now, from whence it came, and where it is going. She has a keen eye for detail alongside a broad perspective of CSI, professional counseling, and scholarship, in general. Undoubtedly, *JCLA* is fortunate to have Dr. Luke transitioning into Editor to continue the great work the editorial team has been doing, so please join CSI in welcoming Dr. Melissa Luke as the new Editor!

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. Our manuscript submission portal is located at <http://mc.manuscriptcentral.com/ucla>. You may also address inquiries to jcla@csi-net.org.

Journal of Counselor Leadership and Advocacy

Spring 2017-Volume 4, Issue 1

Student Leadership TEAMS: A Leadership Empowerment Intervention for School (Re) Connectedness

Javier F. Casado Pérez, JoLynn V. Carney, & Richard J. Hazler

Schools face ongoing pressure to increase a sense of connectedness and prosocial behaviors among students, an especially challenging objective when working with marginalized youth. Leadership empowerment interventions can accomplish this while also building student self-efficacy, wellness, self-exploration, and social support. We draw from research on these interventions to examine a new team-focused leadership empowerment intervention (Student Leadership TEAMS; SLTs). Initial qualitative data from four second-grade students appears to support the conceptual basis of SLTs.

Accreditation, Professional Identity Development, and Professional Competence: A Discriminant Analysis

Kara M. Hurt-Avila & Jaime Castillo

Researchers explored the relationship among professional identity, professional competence, and graduate program accreditation status of 134 practicum counselors-in-training. Descriptive discriminant analysis demonstrated specific characteristics of professional identity and professional competence were indicators of Council for Accreditation and Related Educational Programs (CACREP) accredited program status. Findings support further investigation of the role of CACREP standards in counselor education, training standards, and licensure and certification requirements.

Crafting a One-Minute Counselor Professional Identity Statement

Stephanie T. Burns

A seven-step format is discussed to help counselors create a One-Minute Counselor Professional Identity Statement. The statement can be adjusted for various audiences to maximize the counselor’s ability to work with their client population of interest, receive reimbursement for services, offer the full range of services they have been trained to provide in accordance with their scope of practice, as well as be taken seriously when advocating for clients.

Exploring CSI Chapter Leaders’ Development Toward Leadership Excellence

W. Bradley McKibben, Wesley B. Webber, & Edward Wahesh

The authors used content analysis to explore the application of CSI’s *Principles and Practices of Leadership Excellence (PPLE)* to CSI chapter leadership through the voices of chapter leaders. With a sample of 50 student leaders, the authors found that CSI chapter leaders engage in behaviors consistent with the *PPLE*, albeit inconsistently. Implications for research and practice, including emphasis on intentional training to foster leadership excellence, are discussed.

Infusing Social Justice Advocacy in Supervision Coursework

Cynthia Bevely, Sahar Loseu, & Elizabeth A. Prosek

Social justice advocacy is an essential component of the counseling profession. Researchers have suggested that counselors enhance their roles to embrace a social justice advocacy orientation with clients. However, little pedagogical knowledge exists on how to infuse social justice advocacy throughout supervision coursework in counseling doctoral programs. Therefore, we outline specific strategies for counselor educators to infuse a social justice advocacy orientation into supervision coursework.

Evaluation of a School Counselor-Led Creativity Intervention Group: An Opportunity for School Counselor Leadership and Advocacy

Chloe Lancaster, A. Stephen Lenz, Michelle Welch Brasfield, Laura Ann Bailey-Smith, & M. Claire Dempsey

This article presents findings from a school counselor-operated creativity enrichment program targeting academically underperforming second-grade students. Results from this pre/posttest study indicate that students in the treatment groups significantly increased their creative ability as measured by the Torrance Test of Creative Thinking when compared to a matched control group. Implications for school counselor advocacy, leadership, and programming are discussed.

School Counselors’ Approach to Ethical Decision Making

Melissa Luke, Dennis Gilbride, & Kristopher M. Goodrich

This cross-sectional study explored 897 participants’ decision making in response to a school counseling case containing an ethical dilemma and compared respondents’ approach to the variables included in the Intercultural Model of Ethical Decision Making (IMED). Although 60% of participants identified that the school counselor’s beliefs could influence decision making, only 10% identified the ethical issue. Differences were found in the resources consulted across those who identified the ethical issue and those who did not. Results and implications are discussed.



WELLNESS LEADERSHIP

Student Reflections

CHRISTIAN D. CHAN



Christian D. Chan
Rho Theta
The George Washington University

The cornerstone of wellness has persisted as a cornerstone of the philosophy and identity of the counseling profession. Although the immediate response to identify wellness strategies and goals emphasizes the wellness of our clients, students, and communities we serve, it is a constant inquiry into the wellness we attribute to our own development as professional counselors and, even more so, as leaders in the counseling profession. Wellness leadership does not necessarily attend exclusively to self-care, but wellness leadership identifies our representation as leaders to demonstrate and promote wellness. My reflections on wellness leadership take a two-fold approach. While both approaches focus on connection, one approach aims at the connection to the inspiration and purpose in my service to the profession as a leader. The other approach idealizes connection through

meaningful relationships that exist to promote a mutually fostering experience.

Taking on a multiplicity of leadership roles across the national, regional, and state levels in the counseling profession, I frequently face the question in meeting standards of wellness or maintenance of my own self-care and wellness. The initial question I receive is how I am able to stay afloat with all of my commitments, given my completion of a doctoral program along with numerous elected leadership roles and committee appointments. The other question approaches the reality of burnout. When I receive these questions, I immediately consider my own purpose and cultural values. Although I continue to increase the number of commitments over my career journey, my own engagement in wellness leadership identifies the perspective I take towards my leadership and service to the profession. Primarily, I view my commitments in professional service as living congruently. When I am able to live congruently with my passion and my purpose in the profession, I no longer see my work as simply “work,” but rather, I see my leadership as an avenue to recharge my batteries. Additionally, this approach also entails humility by remembering that each leadership role is both a unique privilege and an honor. Each leadership role represents a learning experience in a lifelong journey of development.

Capturing wellness leadership is not only an individual effort, but a community effort. In my approach to leadership, I am a firm believer in utilizing tenets and principles from relational-cultural theory (RCT) to encapsulate the experience of wellness leadership and feminism as a driving factor in building community and counteracting oppression. The connection leaders carry with their leadership role is



also illustrated in the relationships they carry with other leaders, members of the leadership team, and members of the organization. RCT often entrusts each entity in a relationship to negotiate the mutuality of the experience, which often results in a mutually fostering relationship. Our growth is consistent with our ability to connect with each other. To embody this perspective and promote wellness, it is incumbent upon us as leaders to engage other leaders and members by appreciating their value, contributions, and voice and challenging the ways we encounter our privileged perspectives. Instead of asserting the power differential, wellness leadership is a reminder of the empathic response and the recognition of voice and visibility offered to the overarching community. Wellness leadership is a reminder that we can contribute to the community together through purpose, connection, empowerment, diversity, and humility.



NIKKI ELSTON

I think about wellness a lot, daily in fact. However, it was not until my return to graduate school that I began using the word “wellness.” Prior to my PhD program, I was an avid triathlete and marathon runner. I was up before the sun, swimming, biking, or running. I had a community of friends that held me accountable and kept me moving when my exercise tank was empty. My life was centered around being active and outside, and I loved it! I was nourishing my mind and body, taking time for myself, clearing my head, and building a strong body in the process. At the time I had no idea how vital this “wellness” was to me.

Fast-forward and I am halfway through the race, err graduate school. When I began my program, I told my advisor I was approaching this process like an endurance event. I knew it would be hard, but I would monitor my pace and be mindful of where I used my energy.

That plan almost worked for the first year. While I was able to maintain some semblance of fitness and wellness, I had a tough time keeping my usual cadence. I had a hard time letting go of my old routine, so I tried to keep it, while taking on opportunities presented by my program and the counselor education community. Both my mental and physical wellness took a nosedive. In running terms, I went from a 9-minute miler to a 7-minute miler overnight. This is not a sustainable strategy, but I bet you already knew that.

Somewhere along the way, I forgot that faster is not better, and saying “no” does not make me look weak and incompetent. So, when I chose a theme for my year as Chi Epsilon President I picked wellness, partly for my own needs, but mostly because experience has taught me that counselors and counselor educators spend a lot of time focusing on the wellness of others rather than themselves. I am not particularly good at asking for help, but I will offer it in a flash. I’ll tell anyone to go and take a 30- minute walk before starting a third hour of writing, and move

Nikki Elston
Chi Epsilon
Georgia State University

away from the computer for meals, but I will stubbornly sit at my computer with sticky fingers before I pry my tired body away.

If I am going to ask my chapter to focus on wellness, then I need to demonstrate some wellness leadership. I do not want “do as I say, not as I do” to be my motto. I want to live a well and balanced life so I can best serve my chapter, clients, students, and myself. As a leader, if I neglect caring for myself, how can I support and maintain a sustainable and healthy organization? As a leader my actions carry weight and my words carry meaning. If I expect others to carry the banner of wellness leadership, then I better work on my arms and build my strength.

ROBYN WALSH

Within the counseling profession, wellness is ingrained in everything counselors and counselor educators learn. For me especially, I view wellness as a main priority in my life-whether at work as a high school counseling director, during my classes as a doctoral student in counseling or in my personal life. Achieving a clear mind, a sound body, and an outlook that is positive and hard-working carries over into everything I do and is what I believe is the most important aspect of wellness.

It never was more clear to me how much wellness leadership impacts my life at work, though, until this year when I transitioned into a new leadership role at a high school. Immediately, I realized how my sound mind, my cheerful disposition, and my ability to not let “things get to me” was the most important part of keeping a team working together cohesively and efficiently. I realized how this ability is not something everyone has every day, or even in every situation, but is one that can make a substantial difference in success and happiness at work. I love going to work because I know that my main goal is modeling my wellness for my students and coworkers. To me, this leadership style is one that is transparent, honest and cheerful. Working in a high school and in the counseling profession always has its challenges and tough situations, so keeping perspective and modeling wellness goes far day in and day out.

I trace this ability back to my running regimen because I am able to center myself and my goals on a daily basis as I am training for my next race. I firmly believe that this translates into other areas of my life and has brought me an outlook during my doctoral program where I do not stress about work as much and a personal life where I (for the most part) remain strong and with a solid foundation in my beliefs. No matter what is going on in my life, I keep myself a priority without even considering the alternative. Wellness is ingrained into my everyday life, so even when I do not think about it, I am working towards being a better, healthier, happier person.



Robyn Walsh
Omega Lambda Iota
Virginia Commonwealth University



As I heard at work last week during an assembly, and what we often forget about when life gets in the way, is that we are nothing without a sound mind, body, and spirit. No matter what accomplishments we are able to achieve, a grade on a paper, the amount of articles we get published or the amount of leadership positions we hold, they mean nothing if we are not taking care of ourselves and living authentically. I am grateful to practice in a profession and organization, like CSI, that supports this outlook.

Whenever I am running a marathon or half marathon, I always dedicate a mile to what I have learned in the counseling profession about the importance of taking care of myself and appreciated my body and mind for what it can do and not that it can not. We are amazing beings who get to do so many things not everyone does...and that is something that I will stay "well" for.



Professional Development Wellness (Clockwise): Dr. Peggy Ceballos led the CFA training held during SACES in New Orleans; Michael Englert, Kristen Mayernik, Drs. Angela McDonald and Stephen Kennedy speaking at the 2nd annual NC CSI Statewide Professional Advocacy Summit in Raleigh, NC; North Atlantic Region ACES President & Primary CFA for the Sigma Upsilon Chapter at Syracuse University Dr. Derek Seward and Past-President of Sigma Upsilon Harvey Peters greeted CSI CEO Dr. Holly Hartwig Moorhead. Remarkably, this was the first time a representative of CSI International was invited to be part of a keynote at an ACES conference.



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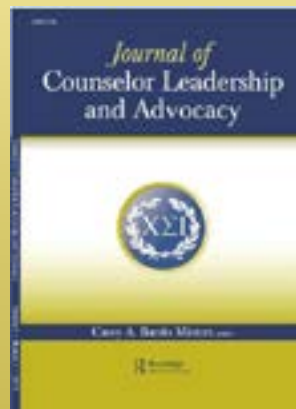
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