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Editor Insights

Change. A word that evokes several emotions at one time when hearing it. This summer, I made another change in my life. Let’s say, I made several changes in my life. My family and I moved to another state since I accepted a job offer at another university. It had been eight years and one less child since our previous move, so the changes were felt exponentially. I was reminded of what a process it is to move myself, my family, and to begin a new job. My recent trip to the butterfly exhibit in our new city reminded me that some processes are slow and rigorous, but rewarding!

Specifically, this issue of the Exemplar includes the rewarding aspects of change within our profession and at CSI. One of those rewards is the great collaboration between CSI and CACREP, explained by Carol Bobby and Tyler Kimbel. Long-time CSI member and ethical/legal expert Barbara Herlihy also gives us insight into the upcoming changes of the ACA ethics code and the possible implications for counseling practice and education.

In this issue, information on our CSI President-elect and Secretary nominees are provided with special voting instructions as we anticipate changes in leadership. Finally, the most notable changes at CSI are highlighted in several articles about publications, the CSI website, and social media, demonstrating that CSI is embracing this season of change. We hope our changes, and your own, will result in beautiful benefits now and in the future!

Recent trip to the Lewis Ginter Botanical Garden’s Butterfly exhibit (Richmond, VA) was a perfect illustration of the beauty of “change.”

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.

Exemplar Issues and Deadlines:

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Our Exemplar Editor has devoted this edition to a theme of change. With that in mind, it is a time to celebrate a number of changes in our Headquarters and throughout our Society in the past few months, while also looking ahead to some exciting new developments.

Technology:
A Vehicle for Serving Members and Chapters, 24/7/365

Since the inception of our new technology platform in June, we seem to learn and benefit from new capabilities of our web page daily. On the “front side”, members are able to log in through Facebook accounts, connect with others in their chapter or across CSI both locally and globally, and experience an enhanced level of access to resources and services.

Promoting strong chapters and supporting Chapter Faculty Advisors (CFAs) are among our highest priorities. Through CSI’s member management system, which will begin operation soon, CFAs will be able to log in at any time to review lists of pending and active members, approve members, verify membership status of and find information about individual members, and review and download lists of all chapter members. Importantly, CFAs and chapter leaders can use the new Chapter Group Sites to provide information to chapter members, replacing former chapter web pages with an easy-to-use web site, and to network within the chapter through individual and group messages and emails.

As I write this update, I am looking at my new CSI iPhone app that debuted only yesterday. This app is a great way for members to keep in touch with happenings in CSI and network with other members through our many social networking features.
Strategic Planning

CSI’s strategic planning process is repeated every five years, and our newest cycle began this fiscal year. For the next three years our Strategic Planning Committee, chaired by Dr. Catharina Chang, will review our strategic plan and recommend issues for consideration by the Executive Council. At its first meeting, held in June of this year, the Committee affirmed CSI’s mission, vision, and goals, and developed a new statement of Core Values for our Society:

Our Core Values

*Chi Sigma Iota* is dedicated to excellence in counseling through the ongoing development of the person, professional, and profession. We value Commitment, Service, and Identity.

CSI’s strategic plan, including our mission, vision, and goals, may be downloaded from csi-net.org > about CSI.

CSI Executive Council

CSI’s Executive Council held its annual meeting in June in Lexington, NC. A number of issues important to CSI and the counseling profession were on the agenda. Noteworthy decisions included the following:

- Revision of the Chapter Grants Policy to provide more specific information on acceptable areas of funding.
- Creation of a new standing committee on Leadership.
- Creation of a new task force on life memberships.
- Approval of a new policy on pictures and videos taken at CSI events.
- Approval of an outstanding slate of nominees for CSI President and Secretary.
- Review and affirmation of Business Meeting sign up procedures, which were tested earlier this year on CSI Day.
- Affirmation of CSIs bylaws for criteria related to counselor education faculty membership.

CSI Headquarters

CSI’s Headquarters has experienced a number of exciting transitions in the past few months. For the past 15 years, our two staff have telecommuted and worked out of their homes. This summer, we moved into a new office in downtown Lexington, North Carolina, in the Chamber of Commerce Building. Although we now have a new address, our telephone number and email addresses remain the same.
If you contact Headquarters, you will find a great resource for help in Devae Hanks, our new Membership and Customer Relations Coordinator. Ms. Hanks received her B.S. in communications from Eastern Carolina University. In addition to three years of experience as a U.S. Airways Customer Relations Specialist, she has worked as a client services analyst and business development administrator. She places a priority on excellence in services to members and chapters and provides a cheerful presence in our new office.

Stephen Kennedy, well known in CSI for his work as our Social Networking Consultant for the past three years, has accepted a new position as CSIs Project Director. He will work half time until May and will become full time next Spring. Stephen is a licensed school counselor, and he worked for 3 years as a high school counselor. He has been active in two chapters of CSI as a committee chair, and currently serves as past-president of a chapter he revitalized. He has served as CSI’s Professional Members Committee Chair, and currently serves on the Board for the North Carolina School Counselors Association. He creates and implements NCSCAs webinars in his role as their Virtual Training Coordinator. Stephen has assumed responsibility for CSIs webinar program and is working on a project to help us identify and recognize CFA service.

Cheryl Pence Wolf, CSI’s part-time Web Administrator, received her Ph.D. in May and has given us a one-year notice of her plans to become a full time counselor educator next year. Her work throughout the transition to our new web platform has been a true example of commitment, positive and enthusiastic response to challenge, and excellence. We have run into many problems during this technology transition, and her responses have impressed everyone, including our external computer programmers.
Membership Growth

CSI continues to experience strong growth in membership and renewals, and we are on target for our annual membership projections. Our total number of initiated members exceeds 90,000. Since June we have welcomed four new chapters: Iota Delta at Lipscomb University, Delta Gamma Sigma at Texas A&M University at Texarcana, Alpha Omega Pi at Geneva College, and Chi Psi Omega at the University of the Cumberlands.

Planning Ahead to Celebrate CSI’s 30th Anniversary

Our membership growth is reflected in increasing numbers of chapters receiving rebates and an increase in the total amount of rebates provided to chapters each year. As we think about our 30th anniversary next year, working together to celebrate CSIs contributions to counselor education through rebates, research grants, chapter grants, awards, and other programs will be an important goal.

Another goal will be to celebrate the outstanding work of our many Chapter Faculty Advisors. Stephen Kennedy is contacting each person we know who has served in this capacity to determine years of service to CSI. If you have served as a CFA or back up CFA at any time and have not heard from Stephen, please contact him at Stephen.kennedy@csi-net.org.

As always, we welcome members’ comments, suggestions, and ideas for improving our membership services, and we always appreciate hearing what you think we are doing well. Contact office@csi-net.org or jemyers@csi-net.org any time!

June 2013 CSI Strategic Planning Committee and Executive Council Meetings: Catharina Chang, Cathy Woodyard, Haley Stulmaker and Chantrelle Varnado-Johnson
Excellence can be defined by the educational and skill development standards chosen by a profession to mold its future members. Excellence can also be defined by the way a profession honors its high achievers, both students and practitioners. The Council for Accreditation of Counseling and Related Educational Programs (CACREP) develops and implements the standards of excellence for educational programs. Chi Sigma Iota (CSI) honors excellence in academic achievement and clinical practice of its inductees. The purpose of this article is to inform readers about how CACREP and CSI intersect and how those intersections impact the counseling profession.

Have you ever wondered why CSI requires its chapters to achieve accreditation from CACREP to maintain their status as active chapters? Have you ever wondered why CACREP gives preference to CSI members when awarding research grants? Have you ever asked yourself, “What is this connection between CSI and CACREP?”

If so, you might be interested in knowing that this connection has been in place since the beginning of both organizations, which occurred only four short years apart. CACREP was created in 1981; Chi Sigma Iota was established in 1985. Both organizations shared a common founding leader through Thomas J. Sweeney, the first chair of CACREP and the first executive director of CSI. Tom’s vision for excellence at all levels of the counseling profession is a key ingredient for why CACREP and CSI have remained closely related throughout the past 28 years. Both organizations’ shared focus on excellence acts like a magnet: always keeping CSI and CACREP in close connection to one another.
Over the years, CACREP has learned through experience in its public calls for student volunteers on special projects, self-study initial reviewers, and research, that its strongest applicants have been affiliated with CSI chapters. In particular, CACREP has found this to be true with the ongoing Request for Proposals for funding student research. As a result, language has been included in these public announcements that preference will be given to applicants who are members of CSI. Last year, when CACREP developed the CACREP Research Initiative for Graduate Students (CRIGS) program, CACREP decided once again to include specific language indicating that “preference will be given to graduate students who are members of Chi Sigma Iota (CSI).” Not surprisingly, it was made clear during the review process of the CRIGS applicants that those candidates who rose to the top were all CSI members.

Good students, however, do not just “happen.” CACREP believes that CSI students stand out in applicant pools because they have been supported and mentored by faculty members with a strong counselor identity, a passion for service, and a commitment to academic excellence. A majority of these faculty members teach at CACREP-accredited programs. For programs to become CACREP-accredited, the faculty must meet specific requirements as outlined in CACREP Standards I.W.2 and 5 (CACREP, 2009) which address the need for a strong counselor educator identity, continued research, scholarly productivity, membership and participation in appropriate counseling organizations, and service and advocacy within the profession.

It was recently brought to CACREP’s attention that institutions were failing to recognize faculty members’ engagement with CSI in terms of their service requirements for tenure and promotion. As the CACREP Board reflected on this concern, and in light of CACREP’s desire to strengthen the profession through collaborations with organizations holding similar values, CACREP decided the best way to insure that institutions recognize the legitimacy of faculty involvement with CSI was to spell it out in black and white. Thus, the CACREP Board developed and adopted the following

“Over the year, CACREP has learned through experience in its public calls for student volunteers on special projects, self-study initial reviewers, and research, that its strongest applicants have been affiliated with CSI chapters.”
Guiding Statement in reference to CACREP Standard I.W.5-a-c (CACREP, 2009):

Standard I.W.5a-c requires faculty to engage in activities of the counseling profession and its professional organizations. CACREP believes that faculty engagement with organizations such as Chi Sigma Iota (both at the chapter level and national level), the National Board for Certified Counselors and Affiliates, and the American Counseling Association and/or its divisions clearly demonstrates involvement in the counseling profession and its professional organizations. Each of these organizations provides unique opportunities for development/renewal, research, scholarship, service and advocacy that can be used to document how program faculty meet this Standard. CACREP acknowledges that this list of organizations is not exhaustive, however, these organizations are provided as clear examples of where faculty may engage with the counseling profession.

CACREP hopes this Guiding Statement will not only insure that faculty members’ involvement in CSI is acknowledged, but also that it will strengthen the profession’s recognition of the contributions of these faculty members who guide and mentor the future leaders of the profession.

Dr. Jane Myers, CSI’s Executive Director, recently contributed an article to May 2013 edition of Counseling Today entitled “CACREP and CSI: Partners for the Profession.” This article focused on the need for a unified approach to strengthen the professional identity of all counselors, as well as ways that CSI and CACREP were joining forces to assist in that process.

From CACREP’s point of view, our long-standing partnership has already produced students, faculty, and programs that are “a cut above.” We have seen the fruits of this partnership in the many student and faculty volunteers who conduct CACREP-related research, volunteer as on-site visiting team members, review self-studies, participate in standards revision, or serve as CACREP board, task force, or committee members. It is not uncommon to find that most of these individuals are involved with CSI too.

With the continued help of these individuals, not only is the counseling profession in excellent hands, but it will be seen also as a cut above related helping professions.
Two recent court cases involved master’s-level school counseling students who were dismissed from their training programs (Keeton v. Anderson-Wiley et al., 2010; Ward v. Wilbanks et al., 2010, 2012). These cases challenged both the counselor education process and the ACA Code of Ethics. To briefly summarize these cases, Jennifer Keeton was a student at Augusta State University (ASU) who had stated that she “condemned homosexuality” based on her interpretation of the Bible’s teachings and that she approved of reparative therapy. Julea Ward was a student enrolled in her practicum at Eastern Michigan University (EMU) when she was assigned a client who previously had sought counseling to discuss same-sex relationship issues. After Ward informed her practicum supervisor that her religious beliefs prevented her from providing “gay-affirmative” counseling (Ward v. Wilbanks et al., 2010, p. 34), the client was reassigned to another counselor. The counseling faculties at both ASU and EMU offered to assist the students in learning to set aside their own belief systems while counseling diverse clients, but neither student completed a remediation plan. In both cases, the students were dismissed from their degree programs after their due process rights were observed, and the students then brought suit appealing their dismissals. Although the legal process has concluded in both cases, the cases have illuminated an important question: What is the ethically appropriate way to resolve conflicts between personal values and professional ethical standards?

The opposing sides in Keeton and Ward offered differing interpretations of standards in the ACA Code of Ethics (2005) to buttress their cases. Those representing the student plaintiffs argued that religiously conservative counseling students who deem same-sex relationships to be immoral and sinful cannot in good conscience provide affirmative relationship counseling to LGBTQ clients.
They pointed to the standard on “Inability to Assist Clients,” which states that if counselors “determine an inability to be of professional assistance to clients” (A.11.b.), it is appropriate to refer these clients. They argued that the “inability to assist” is applicable to referrals based on personal values. The opposing stance taken by the counselor educators at ASU and EMU was that students must learn to be effective counselors to diverse clients, including LGBTQ clients. They cited the non-discrimination standards in the code (e.g., C.5) and argued that it is unethical to discriminate against an entire class of people.

To add to the controversy, the courts in the Keeton and Ward cases also interpreted the Code in differing ways. The United States District Court in the Keeton case supported the position that a counselor’s personal values cannot be used as a basis for refusing to counsel certain clients, noting Keeton’s “inability to separate her personal beliefs in the judgment-free zone of a professional counseling situation” (Keeton v. Anderson-Wiley et al., 2010, p. 20). By contrast, the Circuit Court in Ward stated that the ACA Code of Ethics explicitly allows values-based referrals.

“After carefully reading the proposed revisions, I would liken the revisions to a tightly woven tapestry--the distinction between personal values and professional values....”

Revision of the current (2005) ACA Code of Ethics is under way, and the Ethics Code Revision Task Force, chaired by Perry Francis, has posted the proposed revised code on the ACA website. Counselors and counselor educators who have followed the court cases will be interested to see whether the proposed revisions contain clarifying language regarding personal and professional values and referrals.

After carefully reading the proposed revisions, I would liken the revisions to a tightly woven tapestry -- the distinction between personal values and professional values is made clear in related sections throughout the document. The first thread in the tapestry can be found in the Preamble, in the section on professional values which has been expanded to emphasize honoring diversity and embracing a multicultural approach, as well as promoting social justice, as core values of our profession. With respect to personal values, as differentiated from professional values, the standard on Personal Values (A.4.b) has been revised to state that “Counselors are aware of their own personally held values, attitudes, beliefs, and behaviors and avoid imposing those that are inconsistent with the definition of counseling [italics indicate new language].”
Later in Section A, it is made explicit that referral decisions must be made on the basis of professional competence rather than personal values. The language of the current standard, which allows referrals if “counselors determine an inability to be of professional assistance to clients,” has been replaced with a new standard: A.12.a. Competence, which states that if counselors “lack the competence or scope of practice” to assist clients, referral may be appropriate. Elsewhere in the document, the wording of Standard C.2.a, which addresses boundaries of competence, has been modified to underscore the importance of “being a culturally competent counselor in working with a diverse client population.”

In Section A, the proposed revised competence standard is immediately followed by “A.12.b Values, which explicitly addresses values-based referrals and is connected to non-discrimination and diversity. This proposed standards states, “Referral based on counselor values conflicting with client goals that are consistent with the definition of counseling may constitute a discriminatory referral and should be avoided.” The reader is advised to also see the Preamble and related standards A.4.b. (personal values), A.1.c. (counselors’ primary responsibility to respect dignity and promote welfare of clients), and A.2.a (clients’ rights to informed consent).

Two additional proposed changes help to ensure consistency regarding the Code’s stance on values-based referrals. Proposed is the elimination of the current standard A.9.b., which relates to referring clients for end-of-life counseling. A proposed new standard is C.7.c. Harmful Practices: “Counselors do not use techniques/procedures/modalities when substantial evidence suggests harm to clients.”

Research evidence suggests that conversion therapy or reparative therapy may be harmful to clients.

As someone who has served on ethics code revision taskforces in the past, I appreciate the enormity of the task of developing a proposed set of revisions. The work of such a taskforce in some ways parallels the court cases, in that strongly held and differing points of view must be heard and respected, but in the end decisions must be made. It can be extraordinarily difficult to parse the language so that meanings and intentions are clear. I commend Perry Francis and his Taskforce members for offering a carefully considered, precisely worded set of proposed revisions.

References:


Realizing our Vision through CSI Publications

by Michael D. Brubaker, CSI Secretary
Upsilon Chi Chi Chapter, University of Cincinnati

Over the past year, the CSI Publications Committee has realized the expansive nature of our publications and the need to coordinate them to best suit the needs of our members and to support the realization of our organizational vision. While most have seen the CSI E-News and Exemplar, many are less aware of the vast resources available through the Counselor’s Bookshelf, Author Showcase, CSI endorsed books, and the new Journal of Counselor Leadership & Advocacy. Each has a different purpose, and collectively they forward the vision of CSI to “promote a strong professional identity through members who contribute to the realization of a healthy society by fostering wellness and human dignity” (CSI Vision Statement, 2009). In essence, by empowering members with information related to counseling excellence and the CSI activities that advance such ends, we may together attain the greater goal of bettering our communities.

The purpose of this article is to inform you about CSI publications and how each is designed to provide you with the latest information to stay current on CSI activities, counseling research and practices, and leaders in the counseling profession. All of the publications and past issues are accessible to members through the CSI website (csi-net.org) with additional links provided for CSI endorsed books. Below you will find a brief description of each, including its purpose, frequency of distribution, types of submissions, and quick links to access them (blue text).

The CSI E-News is a newsletter published bi-monthly to keep CSI members apprised of current happenings within and across CSI. Key features include Chapter Happenings, CSI Committee News, What’s New on CSI’s Web, Social Networking Tips and Updates, and general CSI Headquarters and member updates. Articles are brief, upbeat, informal, and interactive, with links to CSI’s website and other websites as appropriate.

The CSI Exemplar, as its name implies, is dedicated to the promotion of excellence in counseling education and practice. Published three times per year, the Exemplar includes brief (250-500 word) articles on topics of interest to counseling students, counselor educators, and professional counselors, and may
include essays and position papers. Articles are informative, thought provoking, and engaging, with opportunities provided for members to dialog and share ideas through the publication as space permits and through a dedicated on-line forum.

The *Journal of Counselor Leadership and Advocacy (JCLA)* is a semi-annual peer-reviewed publication that provides research and recommended evidence-based practices on topics that promote scholarship, research, professionalism, leadership, advocacy, and excellence in counseling. JCLA articles include empirical, theoretical, and conceptual pieces focused on leadership, professional and client advocacy, and professional identity for counselors, counseling students, and counselor educators. (First issue to be published June 2014)

The *Counselor’s Bookshelf* is an interactive forum at csi-net.org designed to provide counselors with resources for personal growth, professional development, and clinical practice. Key features include brief (250-500 word) reviews of professional books, bibliotherapy resources, books that helped one become a better counselor, movies and television shows, and music. Counselors looking for a resource can request assistance finding something suitable for use with a particular client or issue. Member reviews are encouraged.

**CSI Author Showcase** is an interactive forum where CSI members can showcase their books, training DVDs and CDs, and other publications and resources. CSI members are provided an opportunity to submit a brief summary of their work and add links and resources. Informative summaries are written for counselors looking for materials produced by CSI authors.

**CSI Endorsed Books** are written and edited by CSI members and sanctioned by CSI executive leadership. The content of these publications is designed to be consistent with CSI’s mission, vision, and unique niche in the profession. Publications are distributed commercially, and authors have dedicated all royalties to accrue with CSI.

As you reflect upon each of these publications, consider them all toolboxes, if you will, filled with information that you may find useful as you plan chapter activities, search for effective counseling practices, or explore the multitude of counseling and CSI resources. Going forward, you will also begin to see more links between our publications, highlighting important articles and postings that you will not want to miss. We are continuously looking for ways to improve these materials, so please let us know how we are doing by contacting our editors (see each link noted above) or Michael Brubaker, Publications Committee Chair (publications@csi-net.org).
CSI Exemplar-Evolved and Evolving
by Cathy Woodyard, Past CSI Exemplar Editor

I open up my email, and there is a note from Chi Sigma Iota informing me the summer edition of the Exemplar is now ready and can be viewed by clicking on a link. I do so – and what I see looks nothing like the Exemplar I have seen in the past. A sleek, beautiful, brightly colored cover with an eye-catching image of CSI honor cords and the words “Celebrating the Best of CSI” welcomes me to Volume 28, No. 3 of the Exemplar. With the click of my mouse, the pages turn, and I am drawn into well-laid out pages of various types of articles – all accompanied by glossy colored photographs. The Exemplar’s editor, Dr. Donna Gibson, has created an exciting new vision for the Exemplar. Originally named the Chi Sigma Iota Newsletter, the Exemplar has, to borrow the phrase, “come a long way, baby!”

Volume 1, No. 1

From CSI’s inception, the primary means of communication from CSI Headquarters to its members has been its newsletter. In October of 1985, the newly formed Chi Sigma Iota produced its first Newsletter. The cover stories reported on the first International meeting of CSI in New York City and boasted the headline “Premier Chapter Holds First Initiation March 14, 1985.” The newsletter was typed, zeroxed, and mailed to the almost 300 members – all of whom were listed on 6 or the 12 pages. The Newsletter featured one black and white photograph with not one recognizable face.
Evolution Begins

In Volume 1, No.2, the editor (Dr. Larry Loesch – who also served as secretary and treasurer) called for submissions to the Newsletter. Already the vision for the Newsletter was expanding as it stated, “A good newsletter is more than just ‘about’ an organization or its members; it is FOR its members.” Plans were made for the Newsletter to be published quarterly – an ambitious goal that too often resulted in members receiving their newsletters telling of future events which had already past. Keeping up with the Newsletter became a task too much for the secretary/treasurer to handle, so in the fall of 1987, Dr. Joseph Scalese took over editorship and immediately included within the Newsletter a form for members to complete titled “Request for Information to Joe.” He asked members to answer the question, “What do you want the newsletter to be?” Dr. Scalese served until 1991 when Dr. Nicholas Vacc took over editorship.

My Beginning with the Newsletter

In the summer of 1991, I was a CSI Leadership intern attending the CSI Executive Council meeting when Dr. Nicholas Vacc was asked to assume editorship of the Newsletter. I remember the conversation clearly, for I was immediately impressed with Dr. Vacc’s quiet, calm, and direct way of speaking. He agreed to assume the editorship if it could be cut to three editions per year; then, every three years, he envisioned a fourth edition – a special edition that “members would want to keep on their bookshelves.” The Executive Council agreed, and Dr. Vacc began as editor, quickly lining up three assistant editors, and creating a new, professional layout. With the guidance of Executive Director Dr. Tom Sweeney, Professional Printers in South Carolina was hired to publish the Exemplar.

As a graduate student and former English teacher who had no idea how to make a solid contribution to CSI during my internship, I gladly offered to write a couple of articles when Dr. Vacc asked. They were short, simple articles, but I was grateful to have some way to fulfill my internship responsibilities. In the spring of 1992, after only editing two editions, Dr. Vacc was elected President-Elect of CSI, and a call went out for applications for a new editor. Evidently, there were few or no applicants, for I received a call from President Carol Bobby asking if I would consider becoming editor. Shocked and humbled, I learned that Dr. Vacc had recommended me. I had never served as an editor of any publication, so I agreed – but only if Dr. Vacc would be available for questions and assistance, which he always offered with grace and gentleness.
My first edition as editor appeared in the fall of 1992. Dr. Vacc had done such an excellent job setting the Newsletter up, I was able to use his editions as models, and over time I began to create my own vision for the Newsletter. Submissions were mailed to me, and I would edit and re-type each article, plan the layout, and mail the large packet to South Carolina to be printed and mailed out to members.

**The CSI Exemplar**

In 1996, CSI Executive Director Tom Sweeney proudly told me he had seen an article from the Newsletter referenced in a professional journal. He posed the possibility that our editions were no longer just a newsletter and we might want to consider giving our publication a different name. I agreed, and I asked the Executive Council for recommendations, but nothing seemed to be right.

In 1997, CSI conducted a program introducing its “Academy of Leaders for Excellence.” As I sat and listened as each member was introduced, I heard the words “exemplar” and “exemplary” used repeatedly to describe who they were and the work they did. I liked the word and immediately considered it for a title. Volume 12, No. 3 of the Newsletter became the CSI Exemplar. I wrote the cover story, “Growing into Our Name” as a challenge to members and to our honor society to let the title Exemplar be a “reminder of what we are about and what we are always in the process of becoming.”

When Dr. Carol Bobby called me in 1992 to ask me to be editor, she failed to mention it was a three year commitment. Not knowing that, I served as editor until the fall of 2008, editing 52 editions of the Newsletter and Exemplar. I created standard features such as “Chapter Happenings” and “Student Insights.” More photographs were used; though because of printing costs, they were still black and white. During that time, the publication expanded to 16 pages, submissions were eventually received through email, and editing was done much more efficiently. When I began as editor, we printed about 2,000 copies. When I completed my service, 10,000 copies were being printed and 2,000 copies were being viewed electronically.

**Evolving Vision**

In 2008, I knew it was time for a new vision for the Exemplar, and Dr. Dana Heller Levitt assumed the editorship. Like each editor before her, she built on what the previous editors had created and made changes to the layout, the front page header, and moved the publication forward in its scope and level of professionalism. The Spring 2011 edition of
the *Exemplar* made a huge step forward when it was made available in print and online as a flip book with some color pictures and improved graphics. In the summer of 2011, Dr. Jeffrey Suprina assumed editorship of the *Exemplar*, and he served until the fall of 2012.

**And Now!**

This past June, I was invited to be a member of the Strategic Planning Committee meeting with the Executive Council at their summer meeting. At that meeting, I met Dr. Donna Gibson, new editor of the *Exemplar*. She gave us a preview of her vision for the *Exemplar*, and at my first peek, I felt excitement. Dr. Gibson’s enthusiasm as editor was immediately evident, and the new layout and vision were forward thinking and inviting. There was no doubt in my mind that members would be pleased at the newest transformation of the *Exemplar*.

CSI has evolved since its inception in 1985, and the *Newsletter* and *Exemplar* reflect and record those changes. Copies of all are available online at [www.csi-net.org/?Exemplar](http://www.csi-net.org/?Exemplar). Both the organization and its publication has indeed “come a long way, baby,” and there is no doubt they will continue to evolve and improve as CSI continues to focus on being an “exemplar.”

**CSI Exemplar Editors**

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CSI’s New Webpage: 
Lots of Changes to Serve You Better! 
by Cheryl Pence Wolf, CSI Web Administrator

We have been busy this year improving the look and features at www.csi-net.org! We hope you enjoy our new design, colors, and formatting. More importantly, we look forward to your feedback on how the site serves your needs as a member of CSI. While many of the main website features are similar to what you have experienced before, our new technology platform offers a variety of new features that we hope will make your visits to our website an important part of your life as professional counselor. Please bookmark your member profile, and if you are a Facebook user, click on the Social Connect button to link your profile to your Facebook log in.

“...our new technology platform offers a variety of new features that we hope will make your visits to our website an important part of your life as a professional counselor.”

Member Profiles

One feature we ask each member to review is our new member profiles. We have added a variety of fields so that we can get to know you better. Please take a few minutes to update your profile, as different member types have different options, and some key profile settings will allow you to access different features of the site.

Your profile can be updated through the My Profile menu by going to Profile Home and selecting Edit in the section header or going to Manage Profile > Edit Bio. The first option shows all member fields; the second shows only editable fields. Submit the chapter change form, member type change form, or profile change form (for other fields) linked at the top of the Edit Bio page to update any non-editable fields.

- **Member type.** Be sure to verify your member type to activate the areas of the profile designed for you. If your member type is not accurate, please complete the member type change form and we can change that for you. Some profile fields, webpages, or other website features may be accessible based on your member type.

Full member types include entry-level student (i.e., masters or specialist), doctoral student, professional counselor, counselor educator, and life member; members pending approval or initiation will be assigned to temporary member types as new registrations are received.

Most members were defaulted to entry-level student during the website and database transfer if we had no other clarifying information because that is our most common member type. However, if you have graduated or pursued advanced education, please let us know by completing the profile change form.
• **Address verification.** Verifying your profile mailing address is important for our counseling and client advocacy efforts. A two minute tutorial at [www.csi-net.org/?tutorials](http://www.csi-net.org/?tutorials) describes how to verify your address to identify your political representatives through our political districting feature. You may find this new feature interesting and informative as it provides information on U.S. senators and representatives, political districts, congressmen contact information, and more, all through your individual member profile.

There are a variety of other profile features that can be explored through your profile menu as well including setting notification preferences, printing your membership card, viewing your CEU certifications, quickly accessing your groups, networking and messaging with others, uploading your resume, and more.

Our Content & Features section allows you to create your own webpages, blogs, photo gallery, and file library that will be visible to all active CSI members. You can upload your resume or vita as well. Guest or non-members will not have access to view member profile pages.

**Groups**

Another exciting new feature is our interactive groups that include webpages, blogs, forums, file libraries, photo galleries, and more. Chapter groups will soon take the place of individual chapter websites and make it much easier for student and professional chapter members to network and find all their CSI needs in one place with a single login (members can even use their Facebook logins). Members can sign in at [csi-net.org](http://csi-net.org) and go to Groups in the My Profile menu to find groups of which they are a member.

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**Dr. Cheryl Pence Wolf**  
**CSI DayS 2013, Cincinnati, OH**

They may also join other state, regional, or CSI professional interest groups by selecting “Groups” on the left menu, finding the desired group, and then joining the new group. Video tutorials are available at [www.csi-net.org/?tutorials](http://www.csi-net.org/?tutorials) that describe the new features for group members and group administrators.

**Other Resources**

Finally, there are a lot of updated or new resources for chapters and members through our left menus. Chapter leaders are encouraged to take advantage of the new chapter group features, update the chapter leadership directory, and encourage chapter members to explore a variety of chapter resources at [www.csi-net.org](http://www.csi-net.org) including other groups, leadership, advocacy, and training materials. View our FAQ link to find answers to commonly asked questions or contact [info@csi-net.org](mailto:info@csi-net.org) if you have a question to which you can’t find the answer. If you have suggestions for enhancing our website services, please send them as well. We look forward to hearing from you.
Using Social Networking in Your CSI Chapter
by Stephen Kennedy, CSI Social Networking Consultant

Stephen Kennedy
CSI Social Networking Consultant
Nu Sigma Chi Chapter
North Carolina State University

Over the past several years, participating in social networking websites has become a popular activity for millions of people, including many members of CSI. More than 100 CSI chapters have created at least one social networking site to share updates and resources with their members. As CSI transitions to a website that will interface with members’ Facebook accounts, it is anticipated that chapters’ use of social networking will continue to grow.

Facebook, which has more than a billion users globally, is currently the most popular social networking site for CSI chapters. As of April 2013, CSI Headquarters has approved 104 chapter Facebook groups. Chapter leaders frequently use the groups to share announcements, advertise upcoming events, post photo albums, and provide links and documents to members. Alumni often remain in a group after graduation, which allows the chapter to notify them about workshops, webinars, and other opportunities to remain active in CSI.

Another social networking option is to create a group on LinkedIn, a social networking site designed for professionals. Profiles on LinkedIn can include a résumé, and CSI chapters can advertise employment opportunities in a “Jobs” section. Melanie Popiolek, president of the Theta Chapter of CSI at Oakland University, created a rapidly growing LinkedIn group for her chapter with more than 35 members added in its first week. Melanie explained why she created a LinkedIn group for her chapter:

“Having the ability to connect with one another on a platform like LinkedIn allows our students to practice good networking habits prior to graduation so they can establish a solid professional network before they enter the workforce. Also, providing a list of their skills and expertise for endorsement by their colleagues helps to further solidify their professional identity as counselors.”

CSI’s Social Networking Policy states that chapter social networking sites must be “closed” to members of the chapter, which means that certain types of social networking sites such as Facebook pages should not be used by non-members.
If you are interested in creating a new social networking site for your chapter, you can find materials to assist you at www.csi-net.org/?chapters. Chapter leaders can download a blank “Social Networking and Internet Presence Review Rubric,” use it to design the site, and submit the completed rubric to CSI Headquarters. You can send questions to social.networking@csi-net.org.

Meet Fred Fritz!

Are you a member of CSI’s social networking sites on Facebook, LinkedIn, Twitter, and Google+? If not, you can join today and meet colleagues like Fred J. Fritz from the Omega Delta Chapter at Old Dominion University. Fred was the 3000th person to join the CSI International Facebook page.

Why did you decide to become a professional counselor?

After spending twenty years in the U.S. Navy in the legal field and as a direct supervisor to literally hundreds of subordinates, I discovered the career field that speaks to me most is one in counseling. My preference is hands-on, face-to-face counseling rather than “behind the scenes” research type employment one would find in the psychology field. As such, the Master’s Degree in Counseling (M.S.Ed.) specializing in Mental Health Counseling is the best fit for my future career goals.

My decision to leave the legal field and enter the counseling field seems to be a natural progression. Many individuals who thought they needed legal advice from me had personal problems rather than legal. It didn’t take a long conversation to realize the roots of their perceived legal issues were mostly personality conflicts or simply misunderstandings between human beings.

Working in the legal field within the U.S. Navy, I have listened to individuals about their issues regarding finances, family concerns, domestic disputes, adoptions, addictions, as well as career goals. After listening to several individuals’ stories, people would comment to me that they felt comfortable in my presence and could talk openly and honestly in ways they couldn’t with their own supervisors, friends, or even spouses. It was personally rewarding not only to hear these words but start to understand I could help these individuals.
As a Chief Petty Officer, one leaves behind the production of work and transitions to a supervisory position. In this position, not only is production supervised but also those who produce. Matters such as discipline, career advancement, maintaining physical fitness, and how to achieve goals in life become more of a daily routine than an isolated. While there are several programs within the military that offer guidance on how to properly counsel an individual, the vast majority of what I was doing was active listening but knew I needed more training to be a professional counselor.

What made you decide to become a CSI member?

CSI is the honor society for the counseling field. It is an honor to be invited to join. The tipping point on “do I or don’t I join” was the networking opportunities. I saw joining CSI as an opportunity to expand my network, to meet more individuals within the counseling field.

How did you learn about our CSI Facebook page?

I heard about the Facebook page through a mass email sent to master’s counseling students at Old Dominion University. I knew of CSI but really hadn’t taken the time to investigate the organization until I clicked the Facebook link.

How is participating in a social networking site valuable to you?

At the moment it is all about networking. Meeting others of like mind and asking questions. Learning from what others have experienced and are willing to share and feeling open enough about my own triumphs and limitations to do some sharing of my own.

What type of posts on the CSI Facebook page do you find most useful?

The most useful posts I find are the ones regarding upcoming events - webinars, seminars, and reminders about events. One of the things I would like to commend CSI on is not overdoing it with Facebook posts. Some organizations post 30 updates a day. I enjoy not being saturated with information overload so kudos to CSI!
Voting Procedures for CSI Candidates: A Refresher

by Victoria Kress, CSI Past President
Eta Chapter, Youngstown State University

Voting for CSI International officers is done by a collective vote per active chapter. CSI’s early leaders believed that voting by chapters provided an opportunity to model democracy in action. To achieve this vision, ideally, chapters have meetings where members discuss candidate qualifications, statements and visions for CSI, and each individual member is invited to cast an informed vote. Each chapter member’s vote is then calculated and the candidates with the highest votes are reported to the Nominations Committee.

This year, we are voting for the president-Elect and Secretary officer positions. All active members are invited to vote for the candidate they choose through their home chapters.

Procedurally, chapters will receive a database list of their active members from headquarters. During September and October, chapter leaders are expected to contact their members about chapter voting procedures. Once all of the individual votes have been received, Chapter Faculty Advisors will tally their chapter members’ votes and report the candidates receiving the highest number of votes to the Nominations Committee no later than 5 pm on December 1, 2013. The candidates receiving the highest number of chapter votes will be declared elected.

Social media (e.g., Facebook, Twitter, chapter websites) are one way to communicate information about the election process at the chapter level. We especially urge chapters to include active alumni members in their election outreach efforts. Candidate information is available through our website, Facebook, Exemplar, and the E-News.
2013-2014 PRESIDENT-ELECT CANDIDATES

Richard Henriksen, Jr.
Beta Kappa Tau Chapter
Sam Houston State University

BIOGRAPHY

Dr. Richard Henriksen Jr. is a Life Member of Chi Sigma Iota, an associate professor at Sam Houston State University, CACREP liaison, and Clinical Director at the Good Shepherd Mission. He is currently a member of the Texas Counseling Association Senate. Richard has a long history of serving CSI as: membership chair of the Epsilon Tau chapter, founding faculty advisor for the Eta chapter at Southwestern Oklahoma State University, Chi Sigma Iota Life Member Task Force Chair, and Faculty Advisor to the Beta Kappa Tau chapter. He has published over 40 refereed articles and book articles and book chapters, and has coauthored a book on counseling multiple heritage individuals, couples, and families. Richard was the 2009 recipient of the AMCD Professional Development Award and the 2009 TCA Professional Writing Award. He serves as an editorial board member for the journal Counseling & Values, and is currently a Site Visit Team Chair for CACREP.

GOAL STATEMENT

Leadership is not a position, it is a service. I believe service is at the heart of leadership in Chi Sigma Iota. Providing leadership at all levels of CSI is critical to the functioning and growth of our honor society. Being of service to chapter officers, members, and fellow faculty advisors has been at the heart of my service to CSI as the preparation of future leaders in the counseling profession is of supreme importance to me. Advocating for counselors and the counseling profession has been my passion from the time I began my professional education and that passion was enriched with membership in CSI. My experiences have shaped my goals for the presidency and include: encouraging lifelong involvement, increasing diversity in leadership and membership, and applying the strategic plan.

ENCOURAGING LIFELONG INVOLVEMENT

In 1998, I became a Life Member of Chi Sigma Iota. That event helped me begin my effort to encourage current and future members to make a lifelong commitment to promoting professional excellence. CSI’s mission includes promoting “scholarship, research, professionalism, leader-
ship, advocacy, and excellence in counseling.” To that end, I would like to work to encourage CSI to reinstate the Life Member program and increase the involvement of life members in the CSI Strategic Plan activities so that our mission is part of the life work of each member. Advocating for the counseling profession means making a commitment to being of service to the profession and what better way to make that commitment than through Life Membership. Rebirthing the Life Member program will assist CSI and chapters with the opportunity to celebrate the promotion of excellence by our members.

**INCREASED DIVERSITY IN LEADERSHIP AND MEMBERSHIP**

Building leadership that is diverse and represents the broad diversity of our membership is one of the strengths of CSI and is a prime resource for future initiatives of CSI. The CSI Strategic Plan states that supporting “...human dignity in an increasingly global society” is one of our goals. Recognizing the global nature of the world and the diversity that comes as a result serves as a valuable resource for any successful organization. Developing the talents and professional potential of our members will both strengthen CSI and increase the diversity of the organization and the counseling profession as a whole. Developing new efforts to recruit and involve new members and working to engage the unique abilities and interests of our current members will serve CSI and the counseling profession with great distinction.

It is an honor to be nominated to run for CSI president-elect. As a Life Member of CSI, I have worked hard to promote the counseling profession. I value personal/professional excellence. I honor the strengths and contributions of those who have come before, my present colleagues, and value the continued growth of future counselors. I will continue to hold to standards of excellence, encouragement, and service in the role of CSI president. I feel privileged to be provided with this opportunity to humbly serve CSI members.

**BIOGRAPHY AND IMPACT OF CSI**

I am honored to be nominated for the opportunity to serve as CSI President. The history of CSI links to the rise of excellence within our profession over the past 28 years. The strengthening of our professional identity, the increasing excellence demonstrated in counseling research, the crucial services provided by counselors globally, and the advocacy efforts occurring at all levels connect to the mission and raison d’etre of CSI. Consistently, CSI members have been at the table when critical issues confronting our profession have been addressed. This presence has had a major impact on our profession. I have been honored to have had opportunities to engage in leadership roles over the past 26 years as a counselor educator and CSI member at the University of Virginia, Penn State, and now at the College of William & Mary.
ADVOCATING FOR COUNSELING PROFESSIONALS

Counseling professionals recognize the importance of advocacy. We take pride in our counselor education identity and for good reason. Our stories are too good not to be told and we are becoming more effective at communicating the stories of the essential work counselors do in every setting and with clients of all ages. Much of the credit for this can be ascribed to CSI. With 286 active chapters, over 90,000 initiated members, and over 600 counselor educators, the reach of CSI is impressive but that reach must be sustained and extended.

I am committed to advocating for the excellence that our members demonstrate daily. Advocacy must occur at all levels: locally, through the impact we make on our communities; at the state level, through our active support of funding for counseling services and client access to those services; at the national level, where our voice must be heard as we educate legislators and policy makers relative to who we are, what we do, and why our services are so desperately needed. There is much work yet to do and the need is great.

STRIVING FOR EXCELLENCE

Professional counselors understand the importance of striving for excellence. Striving for excellence occurs at multiple levels but individual chapters offer key opportunities for emerging and experienced counselors to demonstrate excellence. Providing support and resources for individual chapters represents a critical role for the CSI President and I am committed to doing that as actively as possible. Sharing and showcasing best practices at the individual chapter levels sustains creative and positive energy. Activities that involve advocating for social justice and equity represent important grassroots ways that CSI members make a difference in their communities and demonstrate excellence. However, there is much yet to do and the need is great.

CONNECTING AND COLLABORATING FOR ADVOCACY AND EXCELLENCE

Although the need is great and the substantial work yet to do can feel overwhelming, the whole is always greater than the sum of its parts. When we connect to our counseling community at large, our influence becomes magnified. Serving as a co-editor for the recently published book, Counseling Around the World, reinforced for me the amazing influence our profession has globally and the incredibly diverse contexts in which counselors work to make a difference. We have much to learn from each other. If I am fortunate enough to serve as CSI President, I will strive to strengthen our international connections to expand our advocacy efforts as we strive for excellence globally.

Although I write this statement from the perspective of my goals for the CSI Presidency, this statement is really about the leadership roles we each play every day. If elected, I would be honored and humbled to serve as your Chi Sigma Iota President to advocate on your behalf and support the excellence you demonstrate daily. Even though there is much work to do and the need is great, it is my sense that, together, we are up to the challenge.
CANDIDATES FOR SECRETARY

BIOGRAPHY

Dr. Kristopher Goodrich is an Assistant Professor at the University of New Mexico. Kris has been an active member of CSI for over a decade, having served in a variety of leadership roles. Kris is currently the CFA for the Upsilon Nu Mu chapter, where he supported students in re-energizing their small chapter. Kris also helped co-found and serve as CFA for the Sigma Alpha Upsilon chapter at Southern Arkansas University. As a student, Kris was the founding Treasurer, President, and Awards Chair of the Sigma Upsilon chapter at Syracuse University. Kris was recognized for his strong commitment to professional identity, having been selected in 2008 as a CSI International Leadership Fellow. Kris currently serves as Chair of CSI’s Chapter Development Committee and as a member of CSI’s Strategic Planning Committee. He also wrote a grounded theory article about CSI leaders with Dr. Melissa Luke, which was published in CES.

GOALS STATEMENT

I feel so incredibly honored to be nominated to run for the position of CSI’s Secretary-Elect. CSI has had such a powerful impact on my identity as a professional counselor, as my experiences within the organization have made tangible and transparent what it truly means to be a professional counselor, as presented throughout my entry-level education. As I have furthered my involvement with the organization, CSI has allowed me to form a number of meaningful relationships with others throughout the field of counseling. I can truly say that I would be a much different counselor and counselor educator, and perhaps a much different person, if not for my experiences as a member within CSI.

If I were to be elected to serve in the role of Secretary, I envision part of my role would be to continue the legacy of the organization with its rich tradition of developing, connecting, and promoting our shared identity as professional counselors. I believe much of this work moving forward will involve ongoing and continuous communication between
the executive officers and our local chapters, where the majority of the work of our organization takes place. As Chair of the Chapter Development Committee for CSI, I have seen that, on occasion, chapters can feel disconnected and alone, and not know of the many resources available to them through our international offices and the new website. As Secretary, I would see my role as a conduit of communication between the chapters and Headquarters, to ensure our local leaders have the resources and support needed to fulfill their roles.

Further, as Secretary, I would have the responsibility for keeping and distributing accurate minutes for all meetings of the organization. As a person who has chaired, or co-chaired, committees within ALGBTIC and NFIN, I understand the importance of keeping meeting minutes and how they can be utilized to promote the work of organizations. Within those roles, I have often utilized my natural tendency to be detail focused, and served as a minutes keeper; thus, I would gladly take on such a role within CSI.

CSI has recently expanded its presence with a host of publications (e.g., Exemplar, Journal of Counselor Leadership & Advocacy, CSI E-news, and CSI endorsed publication). If fortunate enough to be given the opportunity to serve, I anticipate that some of my focus will involve advocating for our publications to reflect the wide range of diversity found within our members, whether it be a person’s socially-constructed identity, sub-field of work/study, regional location, membership status, etc. I hope to expand the attention to members who may have not felt their voice represented within our organization, including culturally marginalized persons, professional members, and members across ACES regions. CSI is an organization that has meant so very much to me for both my professional and personal development. If elected, I hope to use my term to further the organization, and the field of counseling, to celebrate the diversity of all our members and promote social justice within our field.

BIOGRAPHY

Amanda C. La Guardia is an assistant professor at Sam Houston State University. She previously worked as a family counselor with children in the foster care system following her graduation from the couples and family master’s program at East Tennessee State University. She has been an active member of Chi Sigma Iota since joining in 2007, becoming president of the Omega Delta chapter at Old Dominion University. She was later recognized as a CSI Leadership Fellow and was presented with the Chi Sigma Iota Outstanding Doctoral Student award in 2009. Amanda has served the executive council of the SACES
region as the 2012-2013 secretary, is an associate editor for the Counseling and Values journal, and is an active member of ACA, ACES, ASGW, IAMFC, CVJ, and AARC. She currently serves CSI as the Awards Committee Chair. Amanda is author of multiple counseling publications and is writing two textbooks through Wiley publications.

GOALS STATEMENT

It is an honor to be nominated for the office of Secretary of Chi Sigma Iota. I am continually grateful for the many opportunities this organization has offered me, as each experience has greatly influenced my professional development. As secretary, I will foster an environment conducive to the continued growth of CSI by promoting the core mission of the organization through my activities as a member of the counseling community and as a citizen of the world.

I will strive to inspire and support “excellence in personal, academic, and professional practice” through my work with colleagues on the CSI Executive Council and through my involvement with the CSI membership. I believe that when someone is afforded the opportunity to act in a position of leadership, that person should act as a mentor, giving back to the system what has been given in order to build a community that values growth, support, and encouragement. As secretary, I will work to promote communication amongst the membership and act as an enthusiastic contributor of ideas and action to the Executive Council.

In my leadership position, I will serve you in the following ways:

• Remain in contact with chapters, responding to their concerns and suggestions in a way that offers support and ensures their message is communicated accurately to the Executive Council.
• Provide timely and accurate information related to the meetings of the executive council, distributing minutes through our new organizational website and other avenues.
• Encourage member initiatives that advocate for the counseling profession and the communities in which we serve.
• Focus on efforts related to the professional identity development of counselors by engaging in mentoring, providing opportunities for service, and promoting wellness through the encouragement of personal growth and potential.
• Utilize contemporary technology and social networking to “invite, inform, and involve members” in line with the vision, goals, and objectives of Chi Sigma Iota to “promote communication and networking among members”.
• Act as a source of positivity, empowerment, and support as a member of the Executive Council while soliciting feedback along the way to ensure effectiveness in my role as well as contribute to my own continued growth as a counselor, educator, and supervisor.
Leadership Directory
2013-2014

Elected Officers

Dr. Victoria White Kress
Past-President

Dr. Andrea Dixon
President

Dr. Michael Brubaker
Secretary

Dr. Craig Cashwell
President-Elect

Dr. Melissa Luke
Treasurer
Chi Sigma Iota
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Journal of Counseling Leadership and Advocacy
Now accepting manuscripts for our inaugural edition (June, 2014)
(www.csi-net.org/?JCLA)

www.csi-net.org
for other CSI publications, webinars, member and chapter resources, and more