Chi Sigma Iota...  
Strong Leadership in Times of Change!
Editor Insights

Change. It is inevitable. Sometimes it is small and at other times it is great. Many have a negative connotation to the word and others anticipate it...it is exciting. At CSI Headquarters, this last year was about change. It was unanticipated, sad at times, but now it is exciting. We are welcoming Holly Hartwig Moorhead as the new CSI Chief Executive Officer. I’ve known Holly for quite a while and anticipate her energizing spirit as she leads CSI.

Strength is the foundation to making transitions feel less disturbing. In the past year, the strength of CSI leadership has helped many of us cope with our changes. They have reframed these changes to exciting new beginnings and possibilities. Similar to CSI, the counseling profession is anticipating changes. In this edition, CACREP CEO Carol Bobby discusses the implications of the CACREP/CORE merger. CSI Past-President Craig Cashwell provides a history lesson to help us understand implications of educational standards requirements for licensure and portability. This knowledge is core to being strong in times of change.

Inspiration through self-change is reflected on by several CSI student members. Their experiences with transformational excellence will inspire you and help to put “change” in a context that calls for advocacy, professional identity development, and mentorship. In other words, change is not what happens to you but who you are and what you do as a CSI member!
Greetings from the Chi Sigma Iota Headquarters staff. Fall is approaching and nature is showing us signs that change is coming: the promise of cooler days, bursts of autumn color, and the return to academic routines for many. As a Society, we have experienced significant changes together over the past several years. In 2012, Dr. Tom Sweeney, CSI founder and Executive Director Emeritus, retired from leading CSI since its establishment in 1985. Under Dr. Sweeney's exemplary visionary leadership, steadfast commitment to the counseling profession, and careful stewardship of the Society’s human and fiscal resources, CSI has been at the forefront of professional counseling advocacy, nurturing counseling leadership, and welcoming more than 100,000 counselors into membership over the past three decades.

Following Dr. Sweeney’s retirement and an extensive national search by the CSI Executive Council, Dr. Jane E. Myers, CSI Executive Director Emeritus, was appointed as Executive Director in 2012.

Dr. Myers’ multifaceted involvement within CSI spanned almost three decades as she served in many different leadership roles, including as a Chapter Faculty Advisor, Strategic Planning Chair, and Web Administrator. Among the many contributions Dr. Myers made as Executive Director was overseeing the development of an updated, comprehensive database and website that allows CSI Headquarters to serve thousands of members in both efficient and personal ways all day, every day of the year. Responding to the impressive growth of the Society, Dr. Myers also led the way for some staff restructuring, allowing CSI to offer even more enhanced services to members. Dr. Myers retired in 2014. Chi Sigma Iota shared its loss with the counseling profession when Dr. Myers passed away in December 2014.

Navigating these challenging transitions, Dr. Stephen Kennedy moved from serving as Director of Member Services to CSI’s Interim Executive Director in 2014. With Ms. Alicia King, CSI’s Administrative Professional, they continued providing excellent service and continuity to members with the help of CSI’s valued staff consultants. In August 2015, I was honored to join the Headquarters staff as CSI’s new Chief Executive Officer. Dr. Sweeney has continued to graciously share his vast experience with CSI, offering valuable consultation when he is asked to assist through these transitions.

There is one more change to note at CSI HQ…our mailing address. Please send any postal mail to Headquarters at:

Chi Sigma Iota Counseling Academic & Professional Honor Society International
P.O. Box 1829
Thomasville, NC 27360

Our phone number (336.841.8180), email addresses (office@csi-net.org), and website location (www.csi-net.org) remain the same.

The CSI Headquarters staff continue to be prudent stewards of the strong foundation that has been built by wise and visionary leadership from CSI’s Executive Directors and Executive Councils and committed servant leadership by CSI’s publication editors, committee chairs and members, Chapter Faculty Advisors, and chapter leaders. Our Society is indebted to these servant leaders for making decisions that have led to the ongoing maturation of CSI as well as the counseling profession, especially strengthening counselors’ professional identity.

As you see some titles change and new faces at CSI Headquarters, know that the reorganization represents the commitment of CSI leadership to continue providing consistent and excellent service to CSI members. To illustrate this point, consider that you are part of a Society that has initiated more than 103,000 members! You are part of a Society that is on target to return more than $150,000 in rebates to chapters during the 2015-2016 fiscal year – a new CSI record! You are part of a Society that is technologically advanced and has invested in a comprehensive database that allows leaders and members to access information 24/7/365.

“Membership in Chi Sigma Iota is, and always has been about relationships, specifically working together to strengthen the counseling profession so that professional counselors can serve clients with excellence.”

—Dr. Holly J. Hartwig Moorhead, CSI Chief Executive Officer

Dr. Holly J. Hartwig Moorhead

Headquarters Update
by Holly J. Hartwig Moorhead, CSI Chief Executive Officer
Membership in Chi Sigma Iota is, and always has been, about relationships, specifically working together to strengthen the counseling profession so that professional counselors can serve clients with excellence. The Headquarters’ staff looks forward to nurturing existing relationships with members, leadership, and the profession, as well as building new relationships. Connect with CSI staff, executive leadership, chapter leaders, and other members during CSI events at the 2015 ACES conference, as well as CSI Days at the 2016 ACA conference.

During the 2015 ACES conference, CSI will host the CSI Chapter Leaders Training on Thursday, October 8, and the CSI Chapter Faculty Advisors Training on Friday, October 9. Also on Friday, October 9, you won’t want to miss the CSI Leadership Workshop: Achieving Excellence in the Counseling Profession, moderated by CSI President Dr. Spencer Niles, and the opportunity to hear from and interact with a panel of three of the most prominent counseling leaders: Drs. Carol Bobby, Thomas Clawson, and Tom Sweeney.

We look forward to seeing you at upcoming CSI events and continuing to serve you with excellence. Send us your comments, suggestions, and ideas about ways to enhance member services, and feedback (office@csi-net.org or holly.moorhead@csi-net.org).

Introducing
Dr. Holly J. Hartwig Moorhead:
Chi Sigma Iota’s New Chief Executive Officer
by W. Bradley McKibben, Exemplar Associate Editor

Vibrant green leaves give way to a myriad of colors, attempts to beat the heat are replaced by fall festivals, and wardrobes shift from short sleeves to jackets as the heat transitions into cooler days and even cooler evenings.

Autumn is a season of transition. Not unlike the changing of the seasons, Chi Sigma Iota has been through its own transition in the past few months. A substantial gain for CSI in this transition has been in welcoming our new Chief Executive Officer, Dr. Holly Hartwig Moorhead. For this article, I spoke with Holly about her background, her goals as CEO, and what it means for her to be in this new position. The result of our conversation is a glimpse into the mind of a driven and intentional servant leader, one dedicated to advancing the counseling profession by serving CSI chapters and members. It is a pleasure to introduce Holly to CSI members via the Exemplar.

Holly earned her Ph.D. in Counseling and Counselor Education from The University of North Carolina at Greensboro in 2003. As a doctoral student, she became involved in CSI as a Leadership Intern, which opened many professional doors for her. She recalled, “Being an Intern was an incredible experience. I was able to meet with leaders in CSI and in the profession, and I formed wonderful relationships that I still enjoy today.” After earning her doctorate, Holly moved to Ohio where she taught at Walsh University from 2003-2007. During this time, she became involved actively in the Ohio Counseling Association.

In 2007, Holly returned to North Carolina as the Ethics Officer for the National Board for Certified Counselors (NBCC). Holly noted that this opportunity “allowed me to serve the profession in a new way and learn from leaders within the counseling profession.” A few years later, Holly

JCLA Call for Manuscripts

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

JCLA is published twice a year with a circulation in excess of 15,000. The editorial board accepts research and practice manuscripts on a rolling basis. To learn more about the journal aims and scopes and author guidelines, please visit www.tandfonline.com/ucla. Our manuscript submission portal is located at http://mc.manuscriptcentral.com/ucla. You may also address inquiries to jcla@csi-net.org.
returned to counselor education, this time teaching in counseling programs for Walden University, Argosy University, and Regent University. Across her professional career, she maintained active involvement in CSI, including service as Executive Council Secretary, co-chair of the Chapter Development Committee, a member of the Advocacy Committee, and a contributor to Exemplar.

In August 2015, Holly accepted the position as CSI’s new CEO. “I’m excited about the opportunity to be a good steward of what CSI does and what CSI stands for,” Holly shared, “The profession is continuing to grow, mature, and change, and I get to be a part of that. I have the privilege of helping to facilitate amazing things that CSI members all over the world are doing.” In the short term, Holly is focused on letting the CSI membership know that she and the rest of CSI Headquarters are working hard and that CSI remains stable, strong, and growing. She recognized, “CSI has had a lot of transitions in recent years, so I want to assure members that CSI is running smoothly and we remain very able to support our members and our chapters.” Indeed, CSI does remain strong. At the end of the CSI’s 2014-2015 fiscal year, for the first time in its history, CSI initiated more than 7,200 new members into the Society during a single fiscal year, including the 100,000th member of the Society. Additionally, 11 new chapters were chartered and CSI chapters were eligible for more than $123,000 of rebates.

Long term, Holly plans to continue developing CSI’s vision and strategic plan while maintaining longstanding traditions of service and professional development. “CSI is about promoting professional counseling; it is who we are and what we do,” Holly stated clearly. “CSI exists to serve our professional counselor members and the profession of counseling. CSI has always had a clear vision and mission, and we are good at what we do by remaining true to our mission.” Above all, Holly made it clear that CSI is here to serve members, to help them achieve success, and to recognize and celebrate excellence in counseling.

Holly has assumed the role of CEO at a time when the counseling profession, not just CSI, is in transition. Licensure portability and professional identity remain important critical issues for the profession, and Holly has assumed a leading role in an organization with a long history of unapologetic advocacy for the professionalization of counseling. She reflected on these current issues and on CSI’s role, then stated, “Dr. Tom Sweeney once shared with me that it is important to know who you are, and it is important to know who you are not. We are a professional organization that promotes the needs of our members, professional counselors. We engage in professional advocacy by continuing to do what we have done well for a long time: serving members and chapters as they lead, advocate, and serve with excellence.”

Highlighting the importance of continuing education, Holly noted the usefulness of CSI’s resources for members. CSI DayS offers members and chapters the opportunity to network and to participate in leadership trainings. Year-round, CSI offers clinical resources such as Counselors’ Bookshelf, Counselors’ Corner, webinars with free CE hours, the Journal of Counselor Leadership and Advocacy, and Exemplar.CSI also is sponsoring statewide chapter meetings via grant funding opportunities, along with the other awards and grants it offers to members. Holly noted these resources promote counselor development to enable counselors to provide better services to clients, which are critical components to professional advocacy and are initiatives at which CSI excels.

In addition to sharing her background and her plans for CSI, Holly delved a bit deeper into what it means to be the new CEO of CSI. She recalled how she had several unique opportunities leading up to this point in her career, including learning about the history of the counseling profession from Dr. Tom Sweeney, one of the first Presidents of CSI; receiving mentorship from Dr. Jane Myers, Dr. Tom Sweeney, and other leaders within CSI and the counseling profession; and watching as Drs. Sweeney and Myers helped countless leaders recognize their potential. She noted, “I am very cognizant that the seat I am sitting in has been occupied by tremendous leaders in counseling, and my goal is to be a good steward of what they have done for all of us.”

Holly has interests in wellness, spirituality, professional identity, and ethics, about which she is excited to integrate into her leadership as CEO. “Our commitment to wellness is what sets us apart as a profession,” Holly stated. “It is how we work with clients, how we operate as professionals, and, in CSI, it is central to our organizational values and the support we offer for members’ research and chapters’ development.” Additionally, she sees ethics as foundational to CSI’s servant leadership philosophy. She noted, “Understanding and promoting ethics is essential to strong servant leadership within chapters and in the profession.” It was clear in our interview together that Holly has sound ideas on how to actualize her interests for her own growth and for the advancement of CSI.

Finally, when asked what she wanted her legacy to be as CEO, she responded, “I would like it if people could say of me that I served with integrity and that I served the profession well.” She recognized she is part of an organization that ultimately seeks to optimize services to clients. She added, “Professional counselor advocacy is about ensuring a strong professional identity so that counselors are able to serve clients effectively and with excellence, so I want to serve the counseling profession so that counselors can serve clients exceptionally well.”

CSI has gained a leader who is keenly aware of where the organization is, where it is going, what is does well, and what she has to offer. Holly represents a new season of CSI leadership building upon a well-established legacy of professional advocacy, ethical practice, and a vision of the future for the counseling profession. To lead the profession in a time of transition and progress, Holly demonstrates forethought, intentionality, and honed passion in her new role as CEO. She has stepped in at a busy and exciting time as CSI continues to grow and to advocate for the advancement of counseling as a profession. We are looking forward to the future of CSI under Holly’s capable leadership. Welcome to CSI, Holly!
Naming a New Holiday!
By Carol Bobby,
CACREP President & CEO, Alpha Chapter
If you had the chance to add a new holiday to the calendar, what would it be for? What would you call the holiday? When and how would you observe it?

If these seem like random questions to ask readers of the CSI Exemplar, then think again. Holidays are days of commemoration and celebration. They are days that represent an important event in the lives of individuals and communities. In my mind, the Counseling profession just experienced an event that should give us cause to think about a new holiday. The event is not only big news, it is celebratory news. It is news that will not only change the future of the counseling profession, but also the lives of the individuals, couples and families with whom counselors interact.

So, Just What Is This BIG News?

On Monday, July 20th, 2015 a signing event took place in Northern Virginia, just outside our nation’s capital. Special pens were brought for the signing to honor the event and pictures were taken. The event is historic because it was on this day that representatives from the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and the Council for Rehabilitation Counseling/Clinical Mental Health Counseling (CORE) officially signed an agreement to merge and publically announced this decision via a press release.

Why Is This Historic?

The merger of CACREP and CORE has been talked about since the creation of CACREP back in 1981. Although CORE was established before CACREP in 1975, its scope of accreditation was limited to the review of rehabilitation counseling programs. When CACREP was created, all other counseling specializations (e.g., school counseling, mental health counseling) fell under the purview of CACREP.

Over the years, the two organizations had tried to work collaboratively with one another hosting joint site visits, sharing board members, and even engaging in merger discussions. Although the first round of serious merger discussions, held between 2005 and 2007, failed to bring the two organizations together, there continued to be a call from the profession for a single accrediting body. This call for a single accrediting organization intensified during the years that delegates from 30+ different counseling organizations were attending summit meetings of the “20/20: A Vision for the Future of Counseling” (see http://www.counseling.org/knowledge-center/20-20-a-vision-for-the-future-of-counseling). During the 20/20 meetings, the counseling profession was trying hard to find ways to speak with one voice on issues related to establishing a distinct and clear professional identity, fostering public and federal recognition of counselor qualifications, and providing a pathway to licensure portability. Given that one of the motions passed by the 20/20 delegates indicated that it would be beneficial for the counseling profession to have a single accrediting body, the leaders of CACREP and CORE knew that a proactive response was needed.

Thus, in March 2013, representatives from CORE and CACREP entered into a new series of collaborative discussions to find ways to allow the profession to speak about educational standards from a unified approach, as well as to develop a unified process that would benefit future students seeking recognition to practice independently within a variety of practice settings. CACREP and CORE also firmly believed that finding ways for disability concepts and issues to be included in all counseling programs regardless of whether the program was CORE accredited or CACREP accredited would be an important step forward for the profession. An affiliation agreement was signed in July 2013, whereby both organizations agreed to offer a dual accreditation process for programs seeking recognition as both a Clinical Rehabilitation Counseling/Clinical Mental Health Counseling program. Everything about the affiliation required the two organizations to learn more about each other, to think outside of their own respective boxes, and to make new options available for programs. Everything about the affiliation took hard work and dedication.

For two years, the two organizations worked together as CACREP and its affiliate, CORE, and accomplished many things. First, a joint review process was developed. Next, the two organizations began to offer joint presentations at numerous conferences. Third, the two organizations met with leaders from related organizations such as ACA, ACES, NCRE, ARCA, NBCC, and CHEA to keep them informed of our actions and to discuss future options. Many people noted that they thought the two organizations were already merged given all the joint work that was occurring. Based on these comments and on a review of how the affiliation had progressed, it was decided that perhaps the two organizations should review other options that would bring even greater unity.

What Led Up To July 20, 2015?

A discussion of other options ensued, and both the CACREP Board and the CORE Board reviewed a proposal for merger at their respective July 2015 Board meetings. The CACREP Board voted in favor of the proposal at its meeting on July 11. The following week on July 17, the CORE Board voted in favor of the proposal both independently and without knowledge of the outcome of CACREP’s vote. It was time to merge; therefore, on July 20, 2015, representatives from the two organizations agreed to meet in the Washington, DC metropolitan area to sign the agreement and to begin the process of merger, which will become effective on July 1, 2017. Signing on behalf of CORE were Board President Patty Nunez and CEO Frank Laney. Immediate Past Board Chair Sylvia Fernandez and CEO Carol Bobby signed on behalf of CACREP.

The meeting location for the signing was purposefully decided to allow the four representatives to personally announce the news to the Governing Council of the American Counseling Association (ACA), which was simultaneously meeting in Arlington, Virginia.
Both CORE and CACREP believed that ACA, as a co-sponsor of the 20/20 meetings, would be interested in the news. Both CACREP and CORE also knew that the news would be important information for future ACA discussions on licensure portability issues. This notion turned out to be true, as will be discussed later.

How Will This Change The Profession?

Put simply, CACREP’s and CORE’s decision to merge has given the counseling profession the ability to support a single set of nationally accepted accreditation standards for the preparation of all counselors, regardless of their specialization. The merger focuses on the importance of the overall profession first and specialty areas second. This creates a sea of change in the way the counseling profession has operated for decades with organizations focusing on specialty training first and the overall profession second. The merger creates an atmosphere in which both leaders and students will now identify as being part of the larger profession of counseling first and foremost. This will not downplay the need for counselors to receive specialty training in one or more areas of interest, but it recognizes that specialties are part of and not separate from the larger profession. This will strengthen the profession’s ability to speak with one voice and one identity over time.

Another very important planned outcome of the upcoming merger is a desire to infuse disability training (knowledge and skill areas) throughout the standards. This means that, in the future, all students entering accredited graduate level counselor preparation programs will gain an understanding of the impact of disability on individuals, couples, and families. The U.S. Census Report “Americans with disabilities: 2010” reported that approximately 20% of our country’s citizens are currently living with some form of disability, and this prevalence increases exponentially with age, reaching a frequency of 70% for individuals age 80 and older. The infusion of disability training throughout the standards will help ensure that all counselors are prepared to work with clients impacted by disability.

Finally, it is hoped that one outcome of having a single set of nationally accepted and recognized educational standards for the counseling profession might be to foster discussions on the portability of counselor credentials such as state licenses.

It is of interest that the profession has already responded positively and proactively to the CORE-CACREP affiliation and subsequent merger agreements. Notably, there have been three motions passed by the Governing Council of the ACA one day following the press release containing news of the merger. All three motions relate to the importance of the work carried out by CACREP and subsequent merger agreements. Notably, there have been three motions passed by the Governing Council of the ACA one day following the press release containing news of the merger. These motions relate to the importance of the work carried out by CACREP and subsequent merger agreements. Notably, there have been three motions passed by the Governing Council of the ACA one day following the press release containing news of the merger.

So, What Would You Name The New Holiday?

Historic events often are commemorated and celebrated through the creation of new holidays or special weeks. Birthdays often become holidays. For example, George Washington’s and Abraham Lincoln’s February birth dates are now celebrated together as President’s Day, which always falls on the Monday closest to February 22. We celebrate the birth of our nation on the 4th of July. But there are other kinds of holidays, too. For example, we celebrate love on Valentine’s Day. We celebrate those who have served our country on Veteran’s Day and those who have lost their lives in service to our country on Memorial Day.

If we were to get a chance to commemorate a day that changed our profession, such as the day...
Counselor licensure is a critical aspect of the profession and, in fact, may currently be the single most important aspect of the development of our profession. But, to quote a title of the Grateful Dead’s greatest hits album, “What a long strange trip it’s been.” Over 40 years separate the enactment of the first counselor licensure law in Virginia in 1975 and the final state, California, attaining counselor licensure. Counselor licensure efforts began in Virginia when the state psychology licensing board issued a cease and desist letter to an appropriately trained counselor for practicing psychology without a license.

Counselor licensure laws then slowly began to emerge in other states. Many of these laws were enacted only because of the hard work and diligence of professional counselors who shared the vision of protecting consumers by enacting laws to clearly indicate who could call themselves a professional counselor and what professional counselors could do. This is known as title and scope of practice, respectively.

In 1990 and again in 1995, the Journal of Counseling and Development published articles articulating the ideal licensure law (Bloom et al., 1990; Glosoff, Benshoff, Hosie, & Maki, 1995) to advance the counseling profession and to encourage uniformity among counselor licensure laws across the country. Many states used these models as a guide in crafting guidelines. Unfortunately, not all did, and even those that did were not always able to attain the ideal. As licensure bills were brought before each state, often there was opposition and lobbying against counselors being licensed to practice independently, most commonly by psychology and social work lobbying groups. Accordingly, concessions and compromises were made from the ideal so that the laws might be passed. In some instances, it was necessary to deviate substantially from the ideal in order for the licensure bill to even be considered. The result is an odd mélange of licensure laws across the country with great variance in title, scope of practice, educational requirements, and requirements for post-master’s experience.

While this was necessary at the time, and I am forever grateful to the many women and men who labored, often privately and without fanfare, to advocate for the passage of each of these laws, we have reached a point in the profession where the disparity in laws is problematic. Now that every state has counselor licensure, the conversation must shift to one of licensure portability and parity with other mental health professionals.

Licensure portability involves the ease with which a licensed counselor who moves to another state can attain licensure in that state. With disparate requirements, for example, an individual could practice successfully in a state for several years, only to find on relocating that he or she has to take additional courses, exams, or receive additional supervision. This is particularly problematic for some, such as military families, who frequently move across state lines.

Parity refers to full recognition as a mental health profession equivalent to all others, particularly in the eyes of third party reimbursement groups, including insurance companies, Medicare, and TRICARE. Although great strides have been made, counseling as a profession has yet to fully establish parity with other mental health service providers.

In short, licensure portability and parity are critical issues for the counseling profession, the next frontier, as it were, for advocacy efforts. Much has already been accomplished on this front. The 20/20 initiative, co-sponsored by the American Counseling Association and the Association for State Counseling Boards, brought together representatives from 31 organizations
to work together from 2005-2013. Among several accomplishments of this working group were approval of a preferred title (Licensed Professional Counselor) and scope of practice (https://www.counseling.org/docs/defaultsource/20-20/2020-jcd-article.pdf?sfvrsn=2). Unfortunately, however, the group failed to reach consensus on educational requirements.

A common standard for educational requirements is critical. A joint statement from the Association for Counselor Education and Supervision (ACES), the American Mental Health Counselors Association (AMHCA), and the National Board for Certified Counselors (NBCC) stated, in part, "To reduce the barriers that restrict movement between states, counselors in licensure laws must possess a high level of uniformity. A key impediment to portability is the variability in the counselor licensure degree requirements. There are a number of licensure elements that vary by state, including degree hour requirements, coursework, clinical training hours and professional identity. To address these factors and facilitate cross-state practice and movement, professional counseling organizations must (emphasis added) establish a uniform educational and training requirement for portability." Put more succinctly, without uniform educational and training requirements, portability is merely a pipe dream.

In recognition of this fact, the American Counseling Association Governing Council, an elected body, recently passed a motion that often preclude the possibility of licensed counselors moving from one state to another to receive licensure in their new state. This is clear progress in the dialogue. It makes a great deal of sense that someone licensed for a specified number of years should not be further reviewed for supervision and hours. Experience in good standing as a licensed counselor in a state begins to even out some of the requirements across states. Unfortunately, however, what post-licensure experience does not begin to level out are the educational requirements. While licensed counselors are required to accumulate continuing education in most states, typically do not, nor should they, provide too much structure to this education as it should be largely determined by the practitioner. For example, some states require that a small percentage of continuing hours must be in ethics and/or require a jurisprudence exam upon each renewal. Where there is substantive variance in the original training of the individual practitioner, however, there is nothing in the continuing education process to ensure that the individual has the educational equivalent.

Interestingly, the two major accreditation organizations of the counseling profession (The Council for Accreditation of Counseling and Related Educational Programs [CACREP] and the Council on Rehabilitation Education [CORE]) recently took steps to strengthen the counseling profession by merging, noting that the merger will be completed by 2017. This is historical in that this involves the merger of the oldest (CORE) and the largest (CACREP) accrediting bodies in the counseling profession. Accordingly, the merger of CACREP and CORE paves the way for a clear educational requirement, namely accreditation by CACREP/CORE. Although I have heard arguments as to why it is not a good move to put educational requirements in the hands of an external entity, this seems shortsighted. When state licensure regulations enact specific educational requirements in their codes, they generally become static and largely unchanging. Our profession is dynamic, however, with evolving empirical foundations for our work. CACREP Standards go through a rigorous review process, with feedback from all stakeholders and new Standards being published every 7 years. This type of dynamic review and revision of best practices, ensuring that...
counseling and counselor preparation maintain currency, will enhance not only portability, but also parity with other mental health professionals.

There seems an early but clear trend toward enacting the requirement that graduation from a CACREP program is the educational standard for counselor licensure. Currently, two states (Ohio and Kentucky) require CACREP accreditation for licensure, with multiple other states moving the conversation forward in their state to require CACREP accreditation for licensure. It is of critical importance to note that in no instances have these changes cost anyone their license. Indeed, there has been consistent effort to provide generous grandparenting clauses in the licensure regulations such that those currently licensed and those “in the pipeline” (accruing post-master’s hours or currently in a training program) would not be adversely affected by changes to counselor licensure regulations.

All too often, training programs indicate that they have aligned their training curriculum with CACREP or indicate that they are “CACREP equivalent.” This term is erroneous in that it most commonly denotes only that the program has coursework in the 8 core areas endorsed by CACREP (and written into the licensure laws for many states), but not that they meet other Standards or undertake the rigorous processes of conducting periodic self-studies and going through an external review. Self-avowed equivalency is not equivalency.

What is needed for our profession to move forward in earnest with licensure portability and parity with other mental health professionals is a clear educational requirement.

One argument that I have heard put forward for many years is that there are a number of high quality counseling training programs that are not accredited, so accreditation is not necessary for quality. My 25 years in the profession lead me to agree that there are some solid counselor preparation programs that are not accredited. What gets left out of this argument, however, is that there are some non-accredited programs that are doing a very poor job of preparing counselors. In non-accredited programs, I have seen, for example, university supervisors tasked with supervising 18-20 practicum and internship students in a single course, overall curricula developed at the whim of the faculty with little cohesive structure, courses labeled consistent with the 8 CACREP core curriculum areas that bore little resemblance to that course other than title, and supervision being based solely on self-report. None of these are consistent with best practices in counselor preparation. In other words, CACREP accreditation ensures a minimum level of quality in counselor preparation to better prepare professional counselors and to protect the consumers they serve.

As states revise their regulations to require CACREP accreditation for licensure eligibility, it is paramount that they consider a generous grandparenting period to insure that current licensees and those students and new professionals who are not yet fully licensed are not compromised by this movement. Additionally, these requirements should be for new licensees in the state only, and not compromise the ability to move between states. For example, a graduate of a non-CACREP program who has held a counseling license in a state for a pre-determined period of time, say 2 years, would be able to move to another state and be fully licensed.

Chi Sigma Iota, as an organization that promotes excellence, has formally adopted the stance that chapters can only be housed in programs that are either accredited by CACREP or in the process of pursuing accreditation (with the subsequent accreditation occurring within 5 years of the start of the chapter). To attain full parity with other mental health professions and achieve licensure portability, clear educational requirements across all states are needed, and CACREP accreditation remains the industry standard. Given the clarity of direction from many professional organizations and state licensing boards, this serves as a call to state licensing boards to examine their regulations and make graduation from a CACREP accredited program, with generous grandparenting clauses the path to licensure.

At its core, Chi Sigma Iota is an organization of local chapters who provide grassroots advocacy and leadership. As such, CSI chapters are uniquely positioned to advocate for changes in counselor licensure regulations within their state. It is essential that advocacy work is choreographed at the state level, so CSI chapter leaders should consider partnering with their state branch of ACA or AMHCA chapters, who may have lobbyists to help with advocacy efforts. Additionally, local CSI chapters can coordinate statewide CSI interest groups that can write letters or ask to visit a state licensure board meeting. Further, chapter leaders can inquire if their state licensure board is a member of AASCB and, if so, request that they advocate for all state licensure boards to promote portability and parity by requiring graduation from a CACREP accredited program as the educational requirement for licensure. Alumni members of CSI chapters should contact their Chapter Faculty Advisor to see if the program needs voices to help their state licensure board to require graduation from a CACREP program for licensure.

It is an exciting time for the counseling profession. Be part of the movement!

References
CALL FOR AWARD NOMINATIONS
Kristen N. Dickens, CSI Awards Committee Chair
Gamma Sigma Chapter, Georgia Southern University

It is time to nominate deserving CSI members, programs, and chapters for awards! The Awards Committee encourages you to submit your recommendations so that we may recognize those who exemplify the mission of CSI. Individual, program, and chapter awards will be presented at the CSI Awards Ceremony at the American Counseling Association Conference & Expo in Montréal on April 1, 2016.

The CSI website (www.csi-net.org/?Awards) provides information about the awards nomination process as well as eligibility criteria for each of the awards. We are pleased to announce that chapter training modules are available to assist you as you prepare a successful awards nomination packet and organize your own chapter awards process. We will also hold a webinar on October 15, 2015 to provide chapters with more information regarding the awards process.

Awards categories include:
- Outstanding Entry-level Student Award
- Outstanding Doctoral Student Award
- Outstanding Individual Program Award
- Outstanding Chapter Award
- Outstanding Newsletter Award
- Outstanding Service to the Chapter Award
- Outstanding Research Award
- Outstanding Practitioner Award
- Outstanding Practitioner-Supervisor Award
- Outstanding Chapter Faculty Advisor Award
- Thomas J. Sweeney Professional Leadership Award
- Jane E. Myers Lifetime Mentor Award (New Award)

A chapter can submit one nomination per award by completing the corresponding online submission form and uploading all nomination materials as a .pdf formatted document no later than December 1, 2015 at 5:00 PM EST. Please verify that nominees are active CSI members. Further information about the awards nomination and selection processes is available at the CSI website or you may contact Dr. Kristen Dickens, CSI Awards Chair, at 912.478.5309 or awards.committee@csi-net.org. If you are interested in serving on the 2016-17 Awards Review Panel that considers nominations, please contact Dr. Dickens (awards.committee@csi-net.org) and Dr. Stephen Kennedy, Chief Operating Officer (stephen.kennedy@csi-net.org).

Voting Procedures for Election 2015
Craig Cashwell, CSI Past-President

As an annual reminder, voting for Chi Sigma Iota International officers occurs each year by a collective vote per active chapter. This year, CSI members will be voting for the President-Elect and Secretary officer positions. Most importantly, all active chapter members are invited to vote for the candidate they believe will serve CSI best in these respective positions through their home chapters.

Chapter Faculty Advisors can download a list of the chapter’s active members from the Member Management Interface on the CSI website (csi-net.org>CFAs>Member Management). During October, each chapter’s leaders should contact their members about the CSI chapter voting procedures. Once all individual votes within a chapter are 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, 2015. Overall, the potential candidates that receive the highest number of chapter votes will be elected to CSI office.

It is helpful to remember that current Social Media sites (e.g., Facebook, Twitter, chapter websites) are a viable way to communicate information about the CSI election process at the chapter level. We want to urge chapters to include active alumni members in their election outreach efforts. This year’s candidate information is available through our website, Facebook, Exemplar, and the E-News.
2015-2016 PRESIDENT-ELECT CANDIDATES

Dr. Barbara Herlihy
Alpha Eta Chapter

BIOGRAPHY

Dr.  Barbara Herlihy is a long-time member of CSI and currently serves as a CFA. In 2014, she presented a CSI webinar on the new ACA Code of Ethics and has written for the Exemplar. She has been a counselor educator for 35 years and is presently a University Research Professor at the University of New Orleans. Her professional passions include promoting ethical practice, social justice and advocacy, feminist therapy, and transcultural counseling. A prolific author, she has 3 current books in print and has authored or co-authored over 70 journal articles and book chapters. She is a past recipient of the SACES Courtland Lee Social Justice Award and the ACES Distinguished Mentor Award. For the past 2 years, she has taught during the summer at the University of Malta in the transcultural counseling program and is active in furthering the globalization of the counseling profession.

GOAL STATEMENT

As a long-time member and Chapter Faculty Advisor for the past decade, I deeply appreciate CSI's leadership in promoting excellence, advocacy and service to the counseling profession. Thanks to visionary leadership from its inception, CSI is a strong and vibrant organization that provides exemplary services to its members. The website is user-friendly and accessible. The webinars have been exceptional in their quality and relevance to counseling practitioners. CSI has a strong presence as the globalization of counseling gains momentum. At the same time, some challenges are present. It is difficult to envision CSI without the voice of former Executive Director Dr. Jane Myers, who is sorely missed. Maintaining continuity will be important as the organization adapts to transitions in the headquarters staff. With the continuing decline in state and federal funding for higher education, eligible students may find it difficult to fund even the expense of membership dues.

My aim as CSI President-Elect will be to maintain high standards and meet challenges while promoting initiatives to increase membership and enhance our mission. With guidance and input from the membership, past leaders, and headquarters staff, I hope to advance goals in these areas:

ASSIST SMALLER AND LESS ACTIVE CHAPTERS TO GROW

I am indeed fortunate to have served as CFA to a very strong and active chapter. It would be impossible to articulate all I learned from the chapter's leaders during the years when we struggled to rebuild in the aftermath of Hurricane Katrina. Passion, commitment, and creativity were harnessed, resulting in an array of chapter activities that increased member involvement, generated revenue, and dramatically increased visibility in the professional community. I will work to find new ways for chapters to share what they have learned about “what works” to achieve these results. In addition to showcasing chapters at the ACA Conference, I will work with HQ staff to explore how technologies can be used to more widely share success stories so that all chapters can benefit from great ideas that work.

ENCOURAGE CAREER-LONG INVOLVEMENT

A potential resource for membership growth is former members who were active as students but let their membership lapse after they graduated. By listening to the voices of alumni members and lapsed members, I will strive to increase life-long membership. Alumni members can be polled to determine what services they most value and those services can be strengthened. Lapsed/inactive members can be asked what incentives would work to encourage them to renew their membership and involvement.

PROVIDE LEADERSHIP IN GLOBALIZATION

For me, one of the most exciting developments in the 21st century is the globalization of the counseling profession. The challenges of learning to work transculturally are myriad, and I will draw on my international work experiences to generate new ways that CSI can provide leadership in the globalization movement.

It is truly an honor to be nominated for CSI President-Elect. It would be a privilege to follow in the footsteps of the leaders who have come before and to serve the profession in this vitally important way.

“By listening to the voices of alumni members and lapsed members, I will strive to increase life-long membership.”

Barbara Herlihy
BIOGRAPHY

Dr. Shawn L. Spurgeon is an Associate Professor of Counselor Education at the University of Tennessee at Knoxville, currently serving as Coordinator of the Clinical Mental Health Counseling program. He is currently the faculty advisor for the Upsilon Theta chapter of Chi Sigma Iota.

Dr. Spurgeon serves on the editorial board of the Journal of Counseling Research and Practice and the The Professional Counselor. He currently serves as President for the Southern Association of Counselor Educators and Supervisors (SACES) and as the Past-President for the Association of Assessment and Research in Counseling (AARC). He is the first recipient of the Courtland C. Lee Multicultural Excellence Scholarship Award. He is currently licensed as a Professional Counselor (LPC) in North Carolina and Tennessee.

GOAL STATEMENT

As I reflect on my own personal growth and professional development, I realize that CSI has been instrumental in helping me live out its intended mission for its members. I value the opportunity to continue to build on the legacy established by its founders and enhanced by the wonderful and talented counselor educators who have served in this capacity before me. I hope to maintain CSI's presence by focusing on two critical areas of development: chapter collaboration and research partnerships.

CHAPTER COLLABORATION

One of the major strengths of CSI is its structure. The founders of the organization understood the need for the combination of both a national presence and grass-root efforts at the state and regional levels to support developing counselors and counselor educators. CSI chapters play a vital role in helping counselors-in-training develop a strong counselor identity by connecting the trainees with relevant resources essential for their development. I encourage you to take a look at past publications of the Exemplar to gain a better understanding of the important role chapters have in the development of the counseling profession.

I would like to expand this role by increasing collaborative efforts amongst chapters. CSI has already encouraged this collaborative process by creating statewide networking grants. I would like to expand on this idea by finding ways to place this collaboration at the forefront of chapters’ grass-roots efforts. Such efforts are essential to the development of a strong presence in a given state and I believe that we can provide an even stronger foundation for these efforts by increasing the importance of chapter collaboration.

RESEARCH PARTNERSHIPS

An essential element of the growth of the counseling profession is the ability to disseminate relevant research that highlights evidence-based practices and interventions necessary to support the clinical work counselors do. Accordingly, counselor educators are encouraged to engage in research and critical thinking about the techniques and skills they teach their trainees. CSI has been a relevant part of this engagement, developing chapter and research grants for its members.

I would like to enhance these research opportunities by creating stronger collaborative efforts between counselor training programs and practicing counselors. The goal of this initiative would be to strengthen the alumni presence in CSI chapters. It can be very difficult for practici
CANDIDATES FOR SECRETARY

BIOGRAPHY
Cassandra A. Storlie, Ph.D., LPCC-S (OH), is an Assistant Professor of Counselor Education & Supervision at Kent State University. Cassie is the CFA for Kappa Sigma Upsilon and is serving her third year as Chair of the Counselor Community Engagement Committee for CSI. She has been active with CSI since 2003 as president of the Xi and Rho Upsilon chapters in her counseling graduate programs. She further served as a CSI Leadership Intern in 2012, under the mentorship of Dr. Jane E. Myers. Cassie has been a reviewer for CSI’s Leadership Essay Contest and Chapter Grant Awards. Passionate about advocacy, she chairs the ACES Advocacy Interest Network and was recently appointed to the ACA Professional Advocacy Taskforce. She is the 2015-2016 NCACES Secretary and is a member of the Ohio Counseling Association Leadership Development Committee. She has authored multiple peer reviewed journal articles centering on career, advocacy, and counselor leadership development.

GOALS STATEMENT
It is an honor for me to have been nominated to serve as the Secretary for CSI because I am dedicated to excellence in counseling. As the third largest counseling organization in the world (Gibson, 2015), CSI has been instrumental in my development and identity as a professional counselor. Servant leadership is grounded in being attentive to all voices, particularly to those who have been historically marginalized or unheard. As secretary, I will provide a collaborative atmosphere that is sensitive to illuminating all voices as we continue to pursue excellence among all the dimensions that represent the profession of counseling.

As CSI Secretary, I will commit to serving in a manner that fosters open communication and intentional dialogue that supports the growth and development of CSI and strengthens our identity as professional counselors. No doubt these conversations can be challenging, but they are ultimately fundamental in moving the counseling profession forward in the domains of both client and professional advocacy. The CSI Secretary is charged with contributing to developing and maintaining the philosophy and essence of CSI’s growth and development over time through active and timely communication, and this is a role I would take very seriously. Moreover, I want to continue to expand our methods of communicating and reaching out to CSI members about intentional Counselor Community Engagement (CCE). In my experience as Chair of the CCE committee, there is much we can do as an organization to highlight the leadership and service conducted by each chapter to promote unity in who we are as CSI members and leaders. There is more work to be done!

I am committed to dedicating myself to all duties as outlined in the CSI bylaws, including: active and expedient correspondence with chapters, developing, keeping and distributing meeting records and executing assignments as assigned by the Executive Council. Additionally, I commit to conducting all activities with a spirit of servant leadership and will continue to invest in leadership development initiatives that support our members in professionalism, scholarship and advocacy that is inherent in our profession as counselors. As such, I commit to upholding each facet of the mission of CSI and to enhancing the support available for future leaders in years to come.

Dr. Cassie Storlie
Kappa Sigma Upsilon Chapter

BIOGRAPHY
Edward Wahesh, a National Certified Counselor and Approved Clinical Supervisor, is an Assistant Professor in the Education and Counseling Department and member of the Alpha Beta Gamma Chapter at Villanova University. Since joining Chi Sigma Iota, Ed has served as a CSI Leadership Intern, Chapter President, and Reviewer for the CSI Awards Committee and Leadership Essay Contest; he currently serves as the chairperson of the CSI Leadership Committee. In addition to his involvement in CSI, Ed is the registration co-coordinator for the 2015 ACES Conference in Philadelphia, PA and is an editorial board member for the Journal of Counseling and Development, Journal of Addictions and Offenders Counseling, and Counselor Education and Supervision. Ed has served as a professional counselor in collegiate, psychiatric inpatient, and secondary school settings and actively researches, publishes, and presents on topics related to counselor education and supervision as well as substance abuse prevention, intervention, and treatment.

GOAL STATEMENT
I am honored to be nominated for Secretary of Chi Sigma Iota, an organization that has greatly shaped me as a professional counselor and counselor educator. I am confident that my experience with CSI will help me be an effective leader and advocate for CSI membership. When I was first introduced to CSI as a part-time student over ten years ago, I was skeptical of honor societies and professional organizations in general. These perceptions changed as I came into contact

Dr. Ed Wahesh
Alpha Beta Gamma Chapter
with the rich mission and work of CSI. Over the years, I have had the opportunity to interact with CSI leaders and through these very enriching experiences, I began to realize the great value of membership and the important role that CSI plays in advancing our profession. CSI’s efforts to promote academic and professional excellence in counseling and the personal encouragement I have received from CSI members, have profoundly influenced me professionally and has made renewing my membership each year a no brainer.

As Secretary, I will dedicate myself to increasing the connection between CSI leaders and members in order to create the opportunities for engagement that have been so instrumental for my own professional development. First and foremost, this includes providing accurate and detailed accounts of meetings and distributing these minutes in a timely and effective manner. I will communicate with chapters and members utilizing current technology, including social media, and solicit feedback whenever possible to promote collaboration and dialogue. Finally, as Secretary I will advocate on behalf of members for programming, resources, and funding to promote excellence in leadership, advocacy, and clinical practice. When advocating for these member benefits, I will be mindful of the growing and diverse composition of CSI’s chapters, knowing firsthand that our members represent many different groups including part-time students, doctoral students, professional counselors, and counselor educators. In sum, I am truly honored and proud to be on the ballot for Secretary. If given the opportunity to serve as CSI Secretary, I will be an advocate and leader for CSI members.
INTRODUCTION BY DONNA GIBSON

After I interviewed current CSI President Spencer Niles for the Exemplar Summer edition, I decided that it was time to call for more student reflections. His experience resonated with me on so many different levels and one of the primary ones included my doctoral program experiences. At an intuitive level, I knew that our CSI masters and doctoral students would have some great reflections on “Transformational Excellence.” Up until this point in my life, my intuition has served me well, so I trusted it and the reflections rolled in like I knew they would.

What you will read in this section are personal ways these individuals have experienced transformational excellence and how they have been changed through these experiences. In this issue, we hear from Christian, Katherine, Jennifer, and James as they discuss the role of mentors and leadership responsibilities that have made them evaluate their own transformational excellence in the profession. In the Spring edition of the Exemplar, we will hear from four more students who have reflected on these experiences.

My hope is that you can “hear” how transformational excellence occurs in both small and grand ways. Many times, we don’t know it’s happening until much later. If it has happened to you and a specific person/mentor/professor/supervisor was involved, take a moment to reach out and show some type of appreciation. I promise that he or she will love to hear about all of the great things you are doing now. Part of excellence type of appreciation. I promise that he or mentor/professor/supervisor was involved, has happened to you and a specific person/

I often reflect on the collaborative and relational nature permeating individuals, systems, and organizations within the counseling profession. Through my observations surrounding numerous parts of those systems, there are several themes that play a role in my continued and active service within the counseling profession. The emergent themes often represent mentoring, professional involvement, service, and professional development. Several of the themes provide a consistent positive feedback loop, as each component inspires me to deliver more energy to our counseling profession. In turn, each theme provides me with more opportunity for growth than I had ever visualized for myself. Similarly, the manner in which I positively experienced each theme influences my perspective on how I plan to contribute and give back to the growth, development, learning, and professional identity of my students as an emerging counselor educator.

Mentoring remains a fundamental component embedded within my journey of professional development. Most often, I reflect on how mentoring has influenced me. Primarily, most mentors encourage and support the involvement of graduate students, especially noting the significant connection to service and leadership. In addition, mentors serve as my models for how I expect to embody a professional through courage, strength, and hope. These mentors represent my first sources of messages about the counseling profession and leadership. In some capacities, they teach me about my growth, goals to visualize for my development, and how to embrace my contribution and, ultimately, the reasons why my contributions are meaningful. The same encouragement played multiple roles for me, including the reaffirmation of my advocacy for counseling and counselor education. More importantly, encouraging messages foster my presence to accept leadership nominations and strive for fellowships, projects, and publications. As a result, our mentors often see in us what we often do not initially see in ourselves. They help us be confident in our strengths and seek for us to be change agents in our own accord.

The developmental process of transitioning from a counselor to a counselor educator has deepened my understanding of practice, scholarship, leadership and advocacy. Before entering the Counselor Education & Supervision program at the University of South Carolina (USC), my identity as a licensed professional counselor was strong. My professional journey has been impactful in regards to the populations I have worked with and the employment settings. Each meaningful experience has molded me into the counselor I am today.
Through these experiences, I have always worked from a professional lens, where I advocated for my clients, the profession, and the profession's ethical standards. Furthermore, I continue to acknowledge my strengths and limitations as a counselor, which ultimately promotes a greater understanding of my clients. Numerous leaders in the field have contributed to my professional growth, including the faculty at USC.

My doctoral experience has promoted my competencies in the areas of counseling practice, scholarship, and leadership, fostering my passion to enhance my professional identity. The professors in the program nurtured my self-efficacy and confronted my self-doubt. They believed in my ability to become a leader and add purposeful research to the field. For example, one faculty member encouraged me to identify my focus of research and taught me the art of writing for a scholarly journal and the publication process. This experience was invaluable and cultivated my development as a future scholar. Moreover, the department culture and the expectations of the faculty raised my professional expectations. I wish to continue being active in various counseling organizations and uphold my leadership position in the Upsilon Sigma Chi chapter of CSI. I will continue to develop as a professional in the field of counseling and sharing my identity with others. Thus, leaders and mentors supported my transformational excellence but growth also comes from my own exploration of who I am and who I want to be.


My transformation has been extensive as it relates to service, scholarship, as well as leadership. As a future counselor educator, my passion lies in the scholarship of our profession and adding to the research of the field. I want to continue presenting at conferences at the state, regional, national and international level. In addition to my professional and teaching experiences, I wish to continue being active in various counseling organizations and uphold my leadership position in the Upsilon Sigma Chi chapter of CSI. I will continue to develop as a professional in the field of counseling and sharing my identity with others. Thus, leaders and mentors supported my transformational excellence but growth also comes from my own exploration of who I am and who I want to be.


I am fortunate to have more than one professor demonstrate transformation excellence. Transformational excellence occurs when you not only have a role model, but a mentor in your corner. A mentor is someone who sees past the limitations you put on yourself and genuinely believes you can surpass them. My mentors demonstrate a sincere interest in helping, are accessible, and recognize your strengths and deficits and create a way to use them both to your advantage. They inspire confidence and self-reliance, but also provide reassurance. Most importantly, they don’t just model these behaviors, but rather, live them—it is authentic to their very being.

After further reflection, I am convinced that transformational excellence is, at least for me, one that is developmental in nature. Those who have impacted me the most have seen it is a developmental process and employed scaffolding methods to help me. My mentors offered opportunities for collaboration so I could experience the process of scholarship in addition to continual feedback. Now that I have collaborated with them and am less fearful of the process, I have gained more confidence to “put myself out there” professionally by submitting for publication and presentations. My mentors are still available for feedback and guidance, but I have found I need it less desperately than I did before. I have experienced perhaps a gradual shedding of my Imposter Syndrome identity due to their support. Now, my mentors are like the watchful parent after removal of the training wheels when learning to ride a bike. They are always available to help me should I fall, but are comfortable knowing they’ve taught me to self-govern and trust my own abilities.

Because my professors are living transformational excellence, it enables me to do the same. Over the past three years, I have examined my own successes and challenges in order to help those who are newer professionals. For example, I remember being encouraged to submit for state conference presentations during my master’s program, but lacked specific instructions about the presenting process. Presenting to my peers and those who were actually counselors seemed quite intimidating and became unrealistic to me. My thought was “What could I possibly have to offer them?” Because of this lack of confidence, I never did it. Due to this experience, a fellow doctoral student and I are hosting a workshop for the master’s level students on how to submit proposals, what it actually looks like, and provide the opportunity to collaborate with us. It is a much smaller scale of what my professors have done for me, but it is a start. Because of their investment in me, I feel that I have transformed into a more confident and capable leader. Because of my professors, I will continually and intentionally strive for excellence and mentor those around me as I continue my path to becoming a counselor educator.
As the current president of CSI at the University of Wisconsin-Whitewater, I am in a favorable position to impact other graduate students with modeling of authenticity and ambition. My goal is to unlock the unique potential of students by modeling and advocating for the spiritual enrichment that comes from connecting with others and living authentic lives. I adamantly encourage fellow students to optimize their graduate school experience by taking advantage of the many learning opportunities both inside and outside of the classroom. I lead by example.

In an effort to increase my own ability to connect with more people from diverse backgrounds, I made a commitment to learning the Spanish language. I began by using books and applications to kick-start my learning, and sought out individuals to practice my skills. Accordingly, I participated in an independent study: a cultural immersion program in Guatemala, where I served as an ambassador for my school, gained new insights and perspectives on life, and established valuable relationships with organizations and individuals all over Guatemala. By integrating learning with service, I found my struggles to bridge the language barrier and to live by a different set of cultural norms humbling. I truly came to understand what a privileged life I have come from. This kind of deeper awareness of myself and my own culture helped crystallize my transformation. Returning home with gratitude, I am compelled to give voice to the experience. For even the most profound experience can fade away without propagation of implications. The humbled attitude and cultural perspectives I gained have been a blessing that I wish to share with others, integrate into my career as a graduate student and future school counselor, and into my life as a human being.

My transformation began on day one of my first semester in graduate school. I likely couldn’t verbalize at that time just what this feeling was, but it resonated deep inside me. I could tell both by the quality of the learning I was experiencing and by the quality of the people in the program, that I was in the right place. I knew I was about to grow into a better person than I ever thought I could be. Spirited and refreshed by my new undertaking, I sought to really embrace the opportunity to nurture something in myself that had perhaps been lying dormant. I began to fully listen to myself, and found the courage to be authentic with myself and with others. This often meant facing up to mistakes or admitting I was wrong. However, this is not an easy thing for many people to do. But cultivating humility reassures people it is ok to be human. And from it, we develop a certain confidence that we may follow those fleeting feelings of satisfaction that come from doing whatever it is that we truly love to do. For myself, I find satisfaction grows from quality, meaningful interactions with other people.
WELCOME TO THE NEWEST CSI CHAPTERS!

Alpha Sigma Rho
Albany State University

Eta Sigma Upsilon
Hardin-Simmons University

Omicron Sigma Upsilon Chapter
Oregon State University-Cascades

Psi Alpha Tau
Franciscan University of Steubenville

Rho Eta Chapter
Liberty University

Zeta Pi Epsilon Chapter
South University-High Point

Leadership Directory 2015-2016

Elected Officers

Dr. Craig Cashwell
Past-President

Dr. Spencer Niles
President

Dr. Michael Brubaker
President-Elect

Dr. Amanda La Guardia
Secretary

Dr. Christine Bhat
Treasurer
Journal of Counselor Leadership and Advocacy
(www.csi-net.org/?JCLA)