



Counseling Career and Professional Identity Development

A Guide for Chi Sigma Iota Chapters

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Introduction & Purpose

Chi Sigma Iota [CSI] exists “to promote scholarship, research, professionalism, leadership and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the profession of counseling” (CSI, 2021). In other words, CSI exists to promote professional growth and professional identity development in counselors, counselor educators, and counseling graduate students. Such growth and development can include selecting a counseling specialty area at the beginning of one’s career, becoming a leader in a professional organization, engaging in multi-level advocacy for counseling concerns, and much more.

Because professional identity development and career development are greatly intertwined, the processes and activities commonly used in career counseling can be helpful to counseling professionals at any stage of their career journey.

This guide is meant to provide CSI chapter leaders with resources and ideas for engaging members in their own career development and professional growth. The ideas within this guide are certainly not all encompassing but can hopefully equip chapter leaders to provide helpful opportunities.

Special Considerations

Attending to Diversity and Equity

CSI is a global community of more than 130,000 members (CSI, 2021). Diversity and equity are embedded in CSI's Strategic Plan, particularly the role of CSI in working to diversify the counseling profession to reflect the larger global community and also to aid in both recruiting and retaining professionals in the counseling field (CSI, 2021b). As such, chapters are encouraged to ensure that any chapter activities focused on member career development and counselor identity development keep principles of diversity and equity in mind. These efforts can range from initiatives that promote individual counselor identity development in the areas of values diversity, equity, and justice to efforts that seek to increase diversity within the counseling profession to efforts that aim to address client needs pertaining to equity and justice issues. The author has embedded ideas within the guide and has included ideas shared by chapter leaders. Additionally, CSI's website includes the following recorded webinars that relate to this topic:

- “Black Clients Matter: Promoting Competent Counselor Training and Practice in Counselor Education” by Dr. Carla Adkison-Johnson (<https://www.csi-net.org/page/190AdkisonJohnson080520>)
- “Racism as a Mental Health Challenge: An Antiracist Counseling Perspective” by Dr. Courtland Lee (<https://www.csi-net.org/page/189Lee071620>)
- “Increasing and Improving Multicultural Competence Among Professional Counselors and Key Decision Makers” by Dr. Hakeem Lumumba (<https://www.csi-net.org/page/149Lumumba101917>)
- “Operationalizing the Multicultural and Social Justice Counseling Competencies (MSJCC): Implications for Counselors” by Dr. Shanita Brown and Jonnie Seay Lane (<https://www.csi-net.org/page/141Brown040417>)
- “When Good Intentions Lead to Bad Results: Identifying, Preventing, and Responding to Microaggressions” by Dr. Caroline O’Hara (<https://www.csi-net.org/page/133OHara111516>)
- “Women’s Work-Life Balance” by Dr. Mary Hermann (<https://www.csi-net.org/page/69Hermann051313>)
- “Social Equality, Social Interest, and Wellness: The Practitioner’s Challenge of Today” by Dr. Tom Sweeney (<https://www.csi-net.org/page/84Sweeney021814>)
- “Countering Traumatic Stress Due to Implicit Bias: Applying a Wellness Approach in Counselor Education Programs” by Dr. Cirecie West-Olatunji (<https://www.csi-net.org/page/139WestOlatunji030917>)
- “Making Counseling Services Accessible to People with Disabilities” by K. Lynn Pierce (<https://www.csi-net.org/page/202Pierce031821>)
- “The Impact of Dual Pandemics on the Future of Counseling” by Dr. Matt Glowiak, Dr. Autumn Cabell, Erik Messinger, & Deanna Revels (<https://www.csi-net.org/page/196Glowiak021121>)

The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to diversity and equity.

Finally, the following article from *Counseling Today* highlights various strategies for helping diversify the counseling field (<https://ct.counseling.org/2017/10/making-counseling-profession-diverse/>)

Involving Alumni and Professional Members

Although CSI Chapters are largely situated within Counselor Education Programs, the global membership includes many professional members. Chapter leaders should include professional and alumni members in chapter activities in order to (a) keep these members engaged in the organization and its benefits and (b) to utilize their professional experiences and expertise as a resource for novice counselors. The author has included ideas for involving alumni and professional members throughout the guide. Leaders from CSI chapters, such as Kathie Kaopuiki-Nestrick, President of the Delta Rho Chapter at the University of Scranton, who described professionals a critical resource for their chapter's professional development workshops. Other leaders shared that engaging alumni and professional members can go beyond inviting them to serve as guest speakers. Dr. Felomino A. Gargar, President of the Iota Phi Chapter at the Holy Child Colleges of Butuan, Philippines, shared successes of ensuring that alumni and professional members are included on chapter committees. Similarly, Matthew L. Nice, Chapter Faculty Advisor for the Iota Upsilon Pi Chapter at Indiana University of Pennsylvania, added that having a dedicated Alumni Chairperson position can help bridge the gap between student and professional members. Incorporating professional members into chapter leadership can help ensure that chapter initiatives don't just rely on professional members as a resource but also provide initiatives that meet their needs. As additional supports, the CSI's website includes the following recorded webinars that relate to this topic:

- "Resources for Enhancing Productivity and Organization for CSI Chapters and Professional Counselors" by Dr. Clark Ausloos, Dr. James McMullen, & Dr. Allison Arnekrans (<https://www.csi-net.org/page/181Ausloos112019>)
- "Cultivating Professional Members' Connection and Engagement Within Your CSI Chapter" by Dr. Tanisha Sapp, Dr. Robin DuFresne, Dr. Claudia Sadler-Gerhardt, & Dr. Harvey Peters (<https://www.csi-net.org/page/173Sapp041719>)
- "'I am a Professional Counselor': CSI Chapters Connecting with Counselors" by Dr. Barbara Mahaffey, Dr. Robin DuFresne, Robert Gross, Valerie Montgomery, Dr. Jared S. Rose, & Emily Teague Palmieri (<https://www.csi-net.org/page/134Mahaffey111716>)
- "Engaging Professional Members in Chapter Activities and Beyond: Growing a Counselor Community" by The CSI Professional Member Committee: Dr. Barbara Mahaffey, Dr. Jill Duba Sauerheber, Jared S. Rose, Robert Gross, Robin DuFresne, & Dr. Tanisha Sapp (<https://www.csi-net.org/page/110Mahaffey051915>)

- “Strategies for Involving Alumni and Professional Members in CSI Chapter Activities” by Dr. Stephen Kennedy, Dr. Barbara Mahaffey, & Dr. Jill Duba Sauerheber (<https://www.csi-net.org/page/75Kennedy092413>)
- “Professional Members: How to Involve them in CSI Chapters” by Dr. Stephen Kennedy (<https://www.csi-net.org/page/42Kennedy011812>)

The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to professional member engagement.

Establishing Partnerships

CSI membership extends internationally to more than 130,000 people. Though chapters typically reside within the confines of a university program, the larger organization represents a global community. As such, chapters can see that as an opportunity to collaborate and partner when developing initiatives. Pragmatically, chapters joining together can share event related costs while mutually reaping benefits. Moreover, some efforts, such as advocacy campaigns, can be more effective and louder when more voices are included. Chapter leaders should keep initiatives such as CSI’s Statewide/ Regional Networking Grants in mind when developing ideas. As additional supports, the CSI’s website includes the following recorded webinars that relate to this topic:

- “Counselor Community Engagement in Action: From Idea to Follow-Through” by Dr. Rebecca Cowan, Dr. Matt Glowiak, Brianna Prestigiacomio, & Kasia Wereszczynska (<https://www.csi-net.org/page/182Cowan012320>)
- “Embracing our Role as Leaders: Counselor Community Engagement as the Catalyst for Excellence” by Dr. Nicole R. Hill (<https://www.csi-net.org/page/96Hill110414>)
- “Counselor Community Engagement Model: Strategies for Intentionally Engaging with our Community Partners” by Dr. Laura Shannonhouse & Dr. Amy Zavadil (<https://www.csi-net.org/page/66Shannonhouse030613>)
- “Counselors: Making a Difference Wherever You Are Through Community Engagement” by Dr. Catherine Y. Chang & Dr. Michael Brubaker (<https://www.csi-net.org/page/39Chang100511>)
- “Fundraise Your Way to a Thriving CSI Chapter” by Dr. Philip Clarke, Dr. Matt Glowiak, Dr. Glenda Johnson, Dr. James McMullen, Dr. Julia Whisenhunt, & Dr. Nikki Elston (<https://www.csi-net.org/page/142Clarke041117>)
- “CSI Grants: How To Write a Strong Proposal and Submit Your Application” by Dr. Stephen D. Kennedy, Dr. Christine Suniti Bhat, & Dr. Suzanne Degges-White (<https://www.csi-net.org/page/129Kennedy092716>)

The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to establishing partnerships.

Section 1: Member Career Development

The purpose of this section is to highlight activities and resources that CSI Chapters can use to help members advance in their own careers as counseling professionals. Tips and helpful resources are included to aid chapters in developing their programming. Leaders from various CSI chapters submitted ideas from their experiences.

Resume and Cover Letter Writing Workshop

Resumes and cover letters are essential when applying for any counseling position. University Career Services websites and other online resources often have samples of each, but these aren't often tailored to the counseling field. CSI Chapters are equipped to provide programming for members to share best practices in drafting resumes and cover letters and possibly also provide feedback. Activities designed around helping members develop their resumes and cover letters can be structured in various ways.

One option is to structure the event as more of a lecture-style presentation in which a presenter (e.g., a faculty member, a career counselor, a practitioner from the community) shares tips and best practices for developing these documents. An advantage of opting for individuals who are part of the counseling profession is that these professionals can also bring in personal experiences applying for jobs or reviewing applicant materials.

Another variation would be to host the event more as a workshop in which other counseling professionals, faculty, or chapter leaders help individuals review their documents to get specific feedback. This option can also be paired with the tips and best practices presentation.

Special Considerations:

- If the membership includes students or alumni who may be applying for doctoral programs or academic positions, it may be helpful for presenters to provide information distinguishing a resume from a curriculum vitae (CV).
- Because documents and hiring processes vary across counseling specialties (i.e., school counseling vs. clinical mental health counseling), it may be helpful to have presenters representing each applicable specialty or to identify a presenter with experience across settings.
- Because student members who are graduating at the same time may also be applying for the same counseling positions, presenters may want to normalize that process while also emphasizing each individual's need to ensure that their individual experiences and qualifications stand out.
- In addition to attending such an event, professional members and alumni can utilize their professional experience by helping provide feedback on attendees' documents.

Resources:

- The CSI website's Career Resources tab has a page devoted to cover letters (https://www.csi-net.org/page/Cover_Letters).
- CSI's recorded webinars include one on Cover Letters by Dr. Stephanie Burns and Dr. Daniel Cruikshanks (<https://www.csi-net.org/page/45Burns020812>)

- The American Counseling Association's Career Central tab includes resources for resumes and cover letters (<https://www.counseling.org/careers/aca-career-central/career-tips-resources>).
- Resume Writing Academy has numerous free resources on for resumes, cover letters, and CVs (<https://resumewritingacademy.com/resume-writer-resources>).
- This article from *Counseling Today* by Amy Reece Connelly compares resumes and curriculum vitae (<https://ct.counseling.org/2006/03/counseling-career-corner/>).
- This resource from ACA includes action words that counselors can use on their resumes and cover letters (https://www.counseling.org/docs/default-source/career-center/actionwordssample.pdf?sfvrsn=fe522c_4).

Preparing for Interviews Workshop

Similar to resumes and cover letters, interviews are an inevitable part of the process of landing a counseling job, and in some graduate programs, they are a part of the process of obtaining a practicum or internship site. Additionally, whereas some potential interview questions are universal across fields, there are others that are more specific to the counseling field or, even more specifically, counseling specialty areas.

CSI Chapters can also serve members by helping them prepare for interviews. Similar to the previous section, an event focused on interviewing could include a presentation on tips and strategies, a panel of professionals to address questions, a workshop in which individuals can practice interviewing and receive feedback, or a combination of these. Chapters can utilize the experience of alumni and professional members, as well as faculty, who have experienced interviews within the field. It can be particularly helpful to invite alumni and other professionals who have served in administrative or hiring capacities at their workplaces.

Special Considerations:

- If the membership includes students or alumni who may be applying for doctoral programs or academic positions, it may be helpful for presenters to provide information on these types of interviews, which can be quite different than job interviews.
- It would be helpful to have presenters representing each applicable specialty or to identify a presenter with experience across various settings.
- Because student members who are graduating at the same time may also be applying for the same counseling positions, presenters may want to normalize that process while also emphasizing each individual's need to ensure that their individual experiences and qualifications stand out in an interview.
- Organizers should include information about recognizing situations of racism/discrimination in the hiring process and how interviewees can respond.

Resources:

- The CSI website's Career Resources tab includes a page on Interview Preparation (https://www.csi-net.org/page/Interview_Prep).
- The American School Counselor Association website includes a resource on questions specific to school counselor interviews (<https://schoolcounselor.org/About-School-Counseling/Careers-in-School-Counseling/Sample-Interview-Questions>).
- The ACA Career Center website includes an "Ace that Interview" resource (https://www.counseling.org/CareerCenter/PDF/Ace_that_Interview_for_a_Counseling_Job.pdf).

- Indeed.com published the following resource on interview questions for therapists (<https://www.indeed.com/career-advice/interviewing/interview-questions-for-therapist>).
- This ACA Member blog by Maya Georgieva provides job interview tips for counselors (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2014/01/23/two-job-interview-tips-for-counselors>).
- This ACA Counseling Corner blog provides ideas for mothers returning to the workforce (<https://www.counseling.org/news/aca-blogs/aca-counseling-corner/aca-counseling-corner-blog/2017/09/11/when-moms-think-of-returning-to-the-work-force>).

Counselor Specialty Speakers and Panels

Even though the various counseling specialty areas (e.g., clinical mental health, school, rehabilitation, family/couple) all fall under the umbrella of counseling, each hosts its own characteristics. Chapters are rich in alumni and professional members who can help share expertise on these different specialty areas. Such events can serve various purposes, such as helping entry-level students learn more about their intended program track, helping professionals and alumni who are considering a career change or who want to learn more for consultation purposes, and to aid counselor education programs recruit new students. The structure of these events should vary based on your intended purpose, such as:

- A panel discussion with representatives from various counseling specialties can give attendees a broader scope of opportunities within counseling.
- A panel discussion with multiple representatives from one counseling specialty can help attendees see variance even within a single track (e.g., elementary vs. high school counseling; agency counseling vs. private practice).
- Individual speakers with a variety of professional experiences can help provide context for one person's experience working across several specialty areas.
- A panel of speakers from underrepresented and historically marginalized groups can share experiences of navigating these identities within the field and ideas for improving equity and access within the counseling field, which can benefit novice and veteran counselors, graduate students, and potential graduate students.

Leaders from various CSI Chapters recommended panel events as great ways to engage members in topics related to their own career development, particularly as a way for programs that largely consist of graduate students to maintain engagement from alumni who are now professional members.

Special Considerations:

- CSI Chapters can draw heavily from professional members who are alumni of graduate programs when planning such events but shouldn't rely *only* on alumni. Inviting other professionals from the local professional community can be a strategy to recruit professional members into chapters.
- It is imperative to remember that diversity is critical when selecting and speakers for such events and should not just be a focus only when the event focuses on diversity.

Resources:

- ACA's Career Center website includes a Choosing a Career in Counseling resource (<https://www.counseling.org/careers/aca-career-central/choosing-a-career-in-counseling>).
- CACREP's website has a listing and description of the various counseling specialties (<https://www.cacrep.org/counseling-specialities/>).

Practicum/Internship Fair

Students in counseling graduate programs all have to participate in practicum and internship experiences during the process of completing their degree. Some graduate programs take on the role of placing students into their field site, whereas others allow students to find their own field site. The latter affords students more autonomy but can be daunting in areas rich with potential site options.

CSI Chapters are well positioned to help equip students to make decisions about what site might be the best fit for them. Practicum/Internship Fairs give sites an opportunity to send a representative to share about their site, similar to the structure of a college fair for high school students. Each site can have a table or booth to display any materials, and participants can browse.

Beth Thomas, Secretary of the Chi Epsilon Chapter at Georgia State University, shared that their Internship Fair served as an opportunity for students “to learn more about the internship search, get resume feedback, and learn tricks for interviews and securing an internship site.” Clearly, the event can be combined with other efforts listed in the manual, such as the suggestion to have a table or station at the fair where a participant can have their resume reviewed.

Special Considerations:

- In addition to inviting representatives from sites, it can also be helpful to have a current or past practicum/internship student available to answer questions about the site.
- Event organizers should ensure that the invited representatives include supervisors from backgrounds underrepresented in the counseling field and that invited sites include agencies/providers that serve historically marginalized populations.
- Because attendees may have questions about program requirements for practicum and/or internship, it may be helpful to have the chapter faculty advisor or another faculty member in attendance.

Resources:

- The CSI website’s Career Resources tab includes a page on Informational Interviews that might provide sample questions and considerations that can help attendees get ideas for what to ask of potential sites (https://www.csi-net.org/page/Info_Interviews).
- ACA’s Career Center website includes a section on locating practicum and internship opportunities around the country; it’s incumbent on program leaders to verify any information on sites in their local area (<https://www.counseling.org/careers/aca-career-central/internship-practicum-opportunities>).

- This ACA Member blog post by Dr. Elizabeth Hatchuel provides tips for the practicum and internship application process (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2020/10/16/tips-for-navigating-the-practicum-and-internship-application-process>).
- Another ACA Member blog post by Emily Flynn provides general strategies for the practicum and internship semesters (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2019/01/15/a-graduate-student-s-guide-to-practicum-and-internship>).
- This ACA Member blog post by Christine Hennigan Paone outlines key questions to ask when interviewing for field placements (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2018/02/04/interviewing-for-a-field-placement-questions-worth-asking>).
- This ACA Member blog post by Heather B. Duke provides tips for how students can maximize their experiences in supervision (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2018/04/18/how-to-enhance-the-supervision-experience-during-a-student's-practicum-and-internship-experience>).

Career Fair

This category functions very similarly to the Counselor Specialty Speakers and Panels section. However, as that section focused on disseminating info more tied to helping attendees learn more about the differences between different counseling specialties, this section is more focused on helping attendees gain more information on specific counseling job sites or even specific counseling positions that are being advertised. Dr. Carol Parker, Chapter Faculty Advisor for the Tau Sigma Upsilon Chapter at Texas Southern University, shared that inviting members to career and placement events was a great way to help members enhance their own career development.

As with other initiatives, there are multiple ways career fairs can be structured depending on the intended outcome:

- If the goal is to introduce attendees to open counseling positions, chapter leaders can reach out to field sites, alumni, and local listservs to invite representatives from agencies and sites that have open counseling positions. This type of event might be best structured as a browse session but could also be structured so that each representative has a short time to share about their respective position.
- If the goal is to introduce attendees to the various places they can work within the counseling field, chapter leaders can invite representatives to share more about their worksite and what a job there would look like. This type of event could be structured as a browse session or with panels of speakers representing different settings (i.e., a panel on counseling in hospital settings, a panel on counseling in schools, a panel on counseling in private practice).

Special Considerations:

- For events hosted within graduate programs, alumni members can speak on tips and challenges faced when transitioning from the graduate program to the work setting.
- Event organizers should ensure that the invitees include representatives from backgrounds underrepresented in the counseling field and that invited sites include agencies/providers that serve historically marginalized populations.
- In circumstances when a face-to-face event would be impossible or difficult (e.g., the COVID-19 pandemic), a career fair can be converted to a virtual event through teleconferencing platforms.
- For both face-to-face events and virtual events, attendees would benefit from receiving a document that highlights any listed positions with the necessary contact information.

Resources:

- ACA's Career Center website includes a resource where job seekers can view available positions (<https://www.counseling.org/careers/aca-career-central>). Organizers should seek out similar resources for the local area.
- CSI's recorded webinars include one on Finding a Dream Job in Counseling by Dr. Cheryl Wolf (<https://www.csi-net.org/page/93Wolf101414>)

Advancement in the Profession Fair

Professional learning doesn't end when counselors-in-training complete a master's degree. Additionally, advancement in one's career path can go beyond the continuing education required to maintain licenses and certifications. Chapters can help members at all stages consider such options by hosting fairs or panels. These events can be structured similar to other events within this guide either as a browsing fair or as a panel.

One obvious category of options would be to highlight doctoral programs. Derron Hilts, President of the Sigma Upsilon Chapter at Syracuse University, shared that including current doctoral students and alumni of doctoral programs can help inform attendees about the specifics of pursuing a doctoral degree. When highlighting doctoral options, it is important to highlight degrees not only within counseling but also degrees that can help bolster a professional into other arenas. Additionally, speakers can help attendees learn more about various types of doctoral degrees (e.g., PhD, EdD, PsyD).

Some examples of advanced degrees and certificate avenues include, but are not limited to:

- Doctoral programs in Counseling/Counselor Education & Supervision: for those interested in becoming professors, researchers, advanced supervisors, and/or advanced clinicians.
- Doctoral programs in Higher Education: for those who wish to translate their counseling background into administrative positions at colleges and universities beyond being a professor.
- Doctoral programs in Educational Leadership/Administration: for those who wish to move into administrative or supervisory roles in K-12 settings.
- Doctoral programs in various arenas of psychology (e.g., Industrial/Organizational Psychology, Clinical Psychology).
- Advanced degrees or certificates in business or marketing fields for those interested in gaining skills to grow their counseling business or to branch into aiding other counseling professionals in doing so.
- Other examples include advanced degrees or certificates in law, specialized psychotherapy treatments, diversity and equity issues, and additional languages.

Special Considerations:

- Event organizers should ensure that the invitees include representatives from backgrounds underrepresented in the counseling field.
- It would also be helpful to have speakers discuss tips and strategies for funding further education.

Resources:

- The websites of accrediting bodies (e.g., CACREP) often have search functions for degree programs based on various search criteria.

Mentorship Programs

Mentorship is an invaluable resource for career and professional growth in any field. With membership ranging from entry-level students to professional members, CSI chapters are an excellent venue for mentorship. Chapter leaders can help foster informal mentorship opportunities through networking events across members or can develop formal mentor match programs.

Mentorship programs are already common in chapters. Derron Hilts (President of the Sigma Upsilon Chapter at Syracuse University), Aishwarya Joshi (President of the Phi Omicron Chi Chapter at Idaho State University), and Olivia Kropf (President of the Sigma Tau Sigma at Texas State University) all described mentorship programs as opportunities to keep professional members engaged while also supporting student members.

Special Considerations:

- Mentorship program organizers should strive to ensure that the invitees include professionals from backgrounds underrepresented in the counseling field who can help emerging professionals navigate the counseling profession.
- If mentorship programs are formalized, it could be helpful for chapters to host mentor training events.
- Chapters can offer admission to professional development opportunities hosted by the chapter as a way to thank mentors.
- Chapters can support mentorship programs in early stages by hosting periodic events where mentors and mentees can network.

Resources:

- CSI's recorded webinars include "Supporting the Next Generation: Innovative Chapter Mentoring Strategies" by Dr. Julia Whisenhunt, Charmayne Adams, Sunnycho Teeling, and Dr. James McMullen (<https://www.csi-net.org/page/168Whisenhunt030619>).
- The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to mentorship.
- Jenny Christenson's article in *Counseling Today* explores ways to get the most out of mentoring relationships (<https://ct.counseling.org/2009/01/making-the-most-of-the-mentoring-relationship/>).
- This ACA member blog post by Holly Rhode provides tips for navigating mentorship relationships for those who are being mentored (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2018/12/18/be-a-mentee>).
- This ACA member blog post by Pete Saunders shares another experience with finding a mentor (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2010/11/05/generativity-and-the-counselor>).

Career Wellness Seminar

Wellness is a topic fundamental to the mission of CSI. Although we often discuss wellness in the context of career development as “work-life balance,” there are many more principles and components of wellness research that are important to career development. Chapters can equip members with the latest research and practices to support counselor wellness, regardless of where they find themselves in their career journey. Dr. Matthew Nice, Chapter Faculty Advisor of the Iota Upsilon Pi Chapter at Indiana University of Pennsylvania, noted that workshops devoted to wellness can help foster counselor identity development, which is paramount to one’s career development.

Topics within career wellness seminars can include, but are not limited to, the following:

- A basic understanding of wellness research and its application to counselor practice
- Basic and advanced practices for personal and professional self care
- Developing holistic wellness plans
- Developing professional boundaries and practices to support counselor wellness
- The importance of supervision and consultation in counselor wellness
- Recognizing and responding to burnout in yourself and colleagues
- Recognizing and responding to secondary or vicarious trauma in yourself and colleagues
- The Individual Self Model of Wellness

Special Considerations:

- Chapters can develop lists of local clinicians who specialize in working with other counselors. Chapter leaders should coordinate with their CFA and other faculty when developing lists for graduate students
- Chapters can also develop lists of local resources that promote self-care and wellness, such as local recreational opportunities, seminars, free courses, etc.
- Chapters should keep diversity and cultural sensitivity in mind when selecting wellness strategies to promote.

Resources

- CSI’s Wellness in Counseling website includes position papers, inventories, research citations, resources, and more (<https://www.csi-net.org/group/wellness>).
- CSI’s Counselor Wellness Competencies provide a guide for framing the many facets of wellness within the counseling profession (https://www.csi-net.org/members/group_content_view.asp?group=162835&id=912181).

- CSI's Wellness Teaching Resources page includes multiple activities that can be used to facilitate conversations around wellness and self-care (<https://www.csi-net.org/blogpost/1566602/Wellness-Teaching-Resources>).
- The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to wellness.
- CSI's recorded webinar series includes the following webinars related to wellness:
 - "Counseling for Wellness: An Overview of Models, Factors, and Research" by Dr. Thomas Sweeney (<https://www.csi-net.org/page/104Sweeney032515>)
 - "Infusing EcoWellness into Counseling Practice Without Leaving the Office" by Dr. Ryan Reese (<https://www.csi-net.org/page/108Reese042415>)
 - "TechnoWellness: Exploring the Relationship Between Technology Use and Wellness" by Dr. Stephen Kennedy (<https://www.csi-net.org/page/109Kennedy042815>)
 - "Women's Work-Life Balance" by Dr. Mary Hermann (<https://www.csi-net.org/page/69Hermann051313>)
 - "Social Equality, Social Interest, and Wellness: The Practitioner's Challenge of Today" by Dr. Tom Sweeney (<https://www.csi-net.org/page/84Sweeney021814>)
 - "Countering Traumatic Stress Due to Implicit Bias: Applying a Wellness Approach in Counselor Education Programs" by Dr. Cirecie West-Olatunji (<https://www.csi-net.org/page/139WestOlatunji030917>)
 - "Self-care in Unprecedented Times: Strategies to Promote Wellness and Present Focus" by Dr. Elizabeth R. O'Brien (<https://www.csi-net.org/page/192OBrien111220>)
- The ACA website has a listing of Self-Care Resources for Counselors from their publications (<https://www.counseling.org/knowledge-center/mental-health-resources/self-care-resources-for-counselors>).
- The Canadian Education and Research Institute for Counseling has a free webinar series entitled "Thriving Through Chaos: How to Manage your Mental and Emotional Well-Being and Help Your Clients Do the Same" (<https://ceric.ca/events/free-webinar-series-thriving-through-chaos/>).

Section 2: Member Professional Identity Development

The purpose of this section is to highlight activities and resources that CSI Chapters can use to help members enhance their professional identities as counselors. Tips and helpful resources are included to aid chapters in developing their programming. Leaders from various CSI chapters submitted ideas from their experiences.

Networking Activities

Networking has already been discussed in the context of job searches and mentorship, but it can't be understated as a useful strategy for getting involved with other professionals in your geographic area and beyond. Even if your chapter is not looking to set up a formal mentorship program, there are ways to engage your members in professional networking.

One opportunity is to host a workshop or presentation on how to network, knowing that networking doesn't come naturally to everyone. The resources listed below can help with developing content for such a workshop. Participants could gain tips on effective networking strategies, as well as ways to network both in-person and online.

Because chapters host various events already, another strategy is to build in opportunities for networking as they fit. Depending on the type of event, hosts could encourage attendees to mix and match so that they're seated with at least some individuals they don't know, or hosts could use strategies to mix up attendees during breakout groups. For in-person events that involve a lunch break, chapter leaders could encourage individuals to mix and mingle with other attendees and could bolster networking efforts by providing some example conversation prompts on the tables (e.g., "In what counseling setting do you work / plan to work?").

CSI also has a Chapter grant program to encourage networking. The Chapter Development Grant program favors projects that are aimed at expanding member services and engaging professional members. The Statewide/Regional Networking Grant program exists to encourage chapters and chapter leaders to meet and engage with other chapters and chapter leaders within their state or geographic region. Aishwarya Joshi (President of the Phi Omicron Chi Chapter at Idaho State University) shared that the Statewide Networking grant allowed multiple chapters to network and collaborate on a topic of mutual importance.

Special Considerations:

- Chapters seeking to engage with other chapters should ensure that planning teams include representation from all involved chapters and that the planning team also includes a diverse set of voices.
- Events and activities focused on networking should keep diversity and inclusivity in mind when structuring such programming to ensure that diversity is considered, particularly as it relates to individuals who are underrepresented minorities and individuals with disorders and/or conditions that can make networking a challenge.

Resources

- CSI's website describes the purpose and logistics of the Chapter Grant program (https://www.csi-net.org/page/Chapter_Grants).
- CSI's website also contains a Groups tab that allows members to network with others through CSI groups at various levels.

- CSI also has a virtual Networking Tips for Counselors resource (https://www.csi-net.org/page/Networking_Tips).
- CSI's Professional Member Committee developed the "Best Practices Guide for Connecting with CSI Professional Members and Engaging Counselors in CSI Chapters" (https://cdn.ymaws.com/www.csi-net.org/resource/resmgr/counselors_corner/pmc_best_practices.pdf).
- Online articles such as this one provide networking tips for minority professionals (<https://bu-beyond.blog/2018/12/03/networking-tips-for-minority-professionals/>).
- Connecting Without Social Capital: How Underserved Students Network Despite Barriers (<https://www.insightintodiversity.com/connecting-without-social-capital-how-underserved-students-network-despite-barriers/>).
- Networking Programs For Diverse Student Populations (<https://www.naceweb.org/career-development/special-populations/networking-programs-for-diverse-student-populations/>).
- How to Network When You Have Social Anxiety (<https://happiful.com/how-to-network-when-you-have-social-anxiety/>).
- Networking with Depression and Anxiety (<https://careerattraction.com/networking-with-depression-and-anxiety/>).
- The Neurodiversity Network has resources and information for neurodiverse individuals, as well as for employers and universities (<https://www.neurodiversitynetwork.net/>).
- This ACA member blog post by Ashley Waddington provides tips for networking (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2018/11/13/networking-101>).
- This ACA member blog post by Dr. Sandra Logan highlights her experiences of networking at professional conferences (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2013/04/01/networking-at-its-finest>).

Advocacy Workshops and Projects

Advocacy is a key theme of CSI's mission for the counseling community and a key aspect of counselor identity. Advocacy can be a nebulous concept, though, which makes it an opportunity for chapter work. Chapter activities can range from introductory information, all the way to engaging in advocacy projects.

Workshops meant to introduce members to advocacy could build upon CSI's professional advocacy resources, as well as the American Counseling Association's Advocacy Competencies. The Professional Advocacy Tips document created by CSI's Advocacy Committee provides basic information on advocacy and examples of projects from various CSI chapters. The goal of such events should be to help members understand what advocacy is and how individuals and groups can engage in it at various levels.

Workshops meant to provide more in-depth topics could cover concrete strategies for advocacy at various levels (i.e., local, state, federal, international), as well as key topics for advocacy that relate to each level. These could cover client-related topics, advocacy for the profession, social justice issues, etc.

Chapters can also engage in concrete advocacy projects that engage members in the process. These can be standalone projects like letter-writing campaigns, participating in advocacy days with state and federal lawmakers, or partnering with other community events. Beth Thomas, Secretary of the Chi Epsilon Chapter at Georgia State University, shared that her chapter partnered with community efforts for suicide prevention/ awareness, as well as hosting events related to getting involved with local government.

Special Considerations

- Chapters engaging with advocacy related to social injustices and racial injustice should consider partnering with and supporting existing grassroots efforts.
- Professional members and student members have an opportunity to partner on advocacy projects as a way to learn from each other's experiences and combine expertise.
- Chapters can also partner with other organizations on university campuses to build collaborative efforts with projects involving undergraduate students, faculty, and staff.
- Leaders from counseling organizations and boards can share perspectives and resources that can aid CSI members in advocacy efforts.

Resources

- CSI's website includes a Professional Advocacy page that includes position statements, examples, and other advocacy resources (<https://www.csi-net.org/page/Advocacy>).

- CSI's Advocacy Committee created the Professional Advocacy Tips document mentioned above (https://cdn.ymaws.com/www.csi-net.org/resource/resmgr/Professional_Advocacy/Professional-Advocacy-Tips.pdf).
- The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues that relate to advocacy.
- ACA's Government Affairs website includes resources about ACA's advocacy efforts, information on federal and state issues, and strategies for contacting lawmakers (<https://www.counseling.org/government-affairs>).
- ACA's Advocacy Competencies provide a framework for engaging in counseling-related advocacy (https://www.counseling.org/docs/default-source/competencies/aca-advocacy-competencies-updated-may-2020.pdf?sfvrsn=f410212c_4).
- ACA has also produced an advocacy toolkit that provides resources and strategies (https://www.counseling.org/docs/default-source/government-affairs/2020-advocacy-toolkit.pdf?sfvrsn=f9815e2c_4).
- CSI's recorded webinar series includes the following webinars related to advocacy:
 - "Becoming an Advocate for the Counseling Profession: Getting Started and What You Can Do" by Dr. Victoria E. Kress (<https://www.csi-net.org/page/183Kress013020>).
 - "Transforming the Counseling Profession through Advocacy" by Dr. Tyler M. Kimbel & Dr. Carol Bobby (<https://www.csi-net.org/page/119Kimbel020316>).
 - "Using Web-based Resources for Professional Advocacy" by Dr. Stephanie T. Burns & Dr. Daniel R. Cruikshanks (<https://www.csi-net.org/page/59Burns102512>).
 - "Professional Advocacy: What Supervisors and Supervisees Need to Know About the Law" by Dr. Theodore P. Remley (<https://www.csi-net.org/page/62Remley013113>).
 - "Professional Advocacy: What is Professional Advocacy and How Your Chapter Can Engage in It" by Dr. Stephanie T. Burns & Dr. Daniel R. Cruikshanks (<https://www.csi-net.org/page/38Burns092111>).
 - "Professional Advocacy Models" by Dr. Catherine Y. Chang (<https://www.csi-net.org/page/53Chang042712>).
 - "Advancing Advocacy: Thinking Through CSI's Six Advocacy Themes" by Dr. Beth Gilfillan, Ray Blanchard, Dr. Patrice Bounds, Dr. Isabel Farrell, Dr. Madeleine Stevens, & Dr. John Harrichand (<https://www.csi-net.org/page/203Gilfillan041421>).

Leadership Workshops

Fostering leadership is another foundational element of CSI's mission, and leadership is a crucial part of counselor identity. Whether leadership roles end at a counselor's agency doors or extend to being an officer for an international counseling organization, counselors are called to be leaders. CSI chapters are often a counselor's first foray into leadership through chapter-level leadership. In addition to these roles, chapters can provide workshops and other professional development to help members find their path into leadership.

A more basic example of how chapters can develop leaders is to host events in which current and past chapter leaders discuss their roles and how other members can become leaders at the chapter level. The CSI Chapter Leadership Manual can aid in delineating the official roles of officers and committees. Additionally, if any chapter leaders have advanced to leadership positions at the state, regional, or national level (i.e., beyond the chapter), they can share their journey and how leadership experiences helped with professional identity development. Such events can be hosted as informal panel discussions or as more formalized presentations with input from various leaders.

Chapters cannot overlook the necessity of ensuring that current and emerging leaders are getting necessary leadership development. The Chapter Leadership Manual and other webinar resources below can help with this process. Additionally, it can also be useful to invite a speaker to conduct a more formal leader training. Derron Hilts, President of the Sigma Upsilon Chapter at Syracuse University, shared that his chapter invited the Chapter Faculty Advisor from a nearby university to facilitate a leadership workshop for current and incoming leaders. Similarly, Crista Marsh, President of the Alpha Tau Sigma Chapter at Ashland Theological Seminary, added that national leaders from CSI spoke to her chapter about professional identity and leadership, and Bianca Augustine, President of the Omega Delta Chapter at Old Dominion University, shared that her chapter invited speakers who hold leadership position in various counseling organizations.

Chapters should also promote leadership development across the entire membership. CSI's online leadership materials provide a more in-depth discussion of principles of leadership and various aspects of leadership that can be built into conversation. Additionally, participants could complete leadership inventories to help them better understand their leadership styles and preferences. Examples are listed below in the Resources section.

Special Considerations

- In addition to seeking to ensure that diversity is represented in chapter leadership, chapters should also strive to engage professional members as part of the chapter leadership team.
- When inviting speakers to discuss experiences as leaders, event organizers should seek to include leaders from underrepresented groups.
- If multiple chapters are in the same city or immediate geographic region, they could co-host leadership workshops to share costs and to promote networking.

Resources

- CSI Chapter Leadership Manual (https://cdn.ymaws.com/www.csi-net.org/resource/resmgr/chapters_&_cfa_documents/Leadership_Manual-2020.pdf).
- CSI Principles and Practices of Leadership Excellence (https://www.csi-net.org/page/Leadership_Practices).
- Dr. Edwin L. Herr's essay "The Quest for Personal Excellence" is another helpful resource for CSI leaders (https://cdn.ymaws.com/www.csi-net.org/resource/resmgr/research_essay_papers_articles/excellence-yyyy-herr_e.pdf).
- The CSI / CACREP Leadership Essay Contest is another activity that chapters can promote after engaging members in leadership activities (<https://www.csi-net.org/page/Leadership>).
- The *Journal of Counselor Leadership & Advocacy* (<https://www.csi-net.org/page/JCLA>) and the *CSI Exemplar* (<https://www.csi-net.org/page/Exemplar>) have past issues and articles that explore leadership.
- The Principles and Practices of Leadership Excellence Survey was developed from a research project funded by a CSI Professional Advocacy and Leadership Research Grant. This instrument may be used only after gaining permission from CSI Headquarters (https://cdn.ymaws.com/www.csi-net.org/resource/resmgr/Research_Essay_Papers_Articles/PPLE_Study.pdf).
- The 2018 article by Gibson, Dollarhide, Conley, and Lowe, titled The Construction and Validation of the School Counseling Transformational Leadership Inventory, outlines a leadership inventory specific to school counseling (<https://doi.org/10.1080/2326716X.2017.1399246>).
- CSI's recorded webinar series includes the following advocacy webinars:
 - Transformative Leadership in Counselor Education by Dr. Cheryl Holcomb McCoy (<https://www.csi-net.org/page/95HolcombMcCoy102814>).
 - The Tao of Leadership: Leading with the Soul by Dr. Craig S. Cashwell & Dr. J. Scott Young (<https://www.csi-net.org/page/77Cashwell102213>).
 - Principles and Practices of Leadership Excellence by Dr. Jane Myers (<https://www.csi-net.org/page/46Myers022212>).
 - Embracing our Role as Leaders: Counselor Community Engagement as the Catalyst for Excellence by Dr. Nicole R. Hill (<https://www.csi-net.org/page/96Hill110414>).
 - Growing Leaders: How CSI Chapters Support Member Leadership Development by Dr. Cheryl L. Fulton & Dr. Edward Wahesh (<https://www.csi-net.org/page/151Fulton110817>).

Getting Involved with Professional Organizations

Building upon efforts aimed at professional identity development and leadership development, chapters can also provide information to members about why and how to get involved with professional organizations. Such activities can aim to show the importance of becoming an active member in counseling professional organizations and potentially taking on a leadership role at some point.

A workshop or presentation of this nature could include an overview of the different types of counseling organizations that exist. This would include highlighting flagship national and international organizations, professional associations devoted to specialty areas or special populations, interdisciplinary organizations focused on a particular topic, and affiliates of each category at regional, state, and local levels. Additionally, this type of presentation should also provide examples of member benefits that often come with association memberships (e.g., voting in association elections, journal/magazine access, listservs, discounted event registration) and could show examples of where members can find this information on association websites. Dr. Reginald W. Holt, Chapter Faculty Advisor for the Chi Alpha Mu Chapter at Central Connecticut University, shared that his chapter invited leaders from their state counseling organization to a town hall style meeting.

To complement discussions about joining organizations, chapters could host a presentation that explains the typical organizational leadership structure of professional organizations, including the differences among elected leader positions, committee chair positions, and committee membership. Additionally, these discussions could include information about the different ways a person can enter leadership positions (i.e., election, appointment, volunteering).

Special Considerations

- Event organizers should ensure that members are exposed to professional associations devoted to marginalized or traditionally underserved populations, such as the Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE; formerly ALGBTIC), the Association for Multicultural Counseling and Development (AMCD), Counselors for Social Justice (CSJ) and their associated publications.
- For events involving organization leaders as guest speakers, event organizers could seek to include those who served in leadership capacities while being a student and those who served while working as a counseling professional.

Resources

- CSI's website outlines Benefits of CSI Membership, which can serve as a sample document to review; moreover, it explains benefits of remaining a member after graduating from a Master's program (https://www.csi-net.org/page/Membership_Benefits).

- ACA’s website has a page titled ACA and You, which highlights member resources across various professional settings (<https://www.counseling.org/membership/aca-and-you>).
- The Faculty Meeting Podcast, a podcast hosted by two counselor educators has an episode (Episode EFM019) devoted to navigating professional conferences (<https://podcasts.apple.com/us/podcast/tfm019-preparing-for-navigating-professional-conferences/id1289763425?i=1000406279416>).
- This ACA Member blog post by Dr. Raven Cokley highlights strategies for navigating counseling conferences as an introvert (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2019/09/18/navigating-counseling-conferences-as-an-introvert>).
- The following three web articles outline benefits of joining professional organizations:
 - “Why join professional organizations” (<https://careertrend.com/finding-the-professional-organization-for-you-13717996.html>).
 - 9 Reasons to Join a Professional Organization (<https://www.jobmonkey.com/join-professional-organization/>).
 - “The Benefits of Joining a Professional Organization” (<https://www.predictiveindex.com/blog/the-benefits-of-joining-a-professional-organization/>).

Developing Conference Proposals Workshop

In addition to joining or becoming a leader in professional organizations, another way to grow into one's role as a professional counselor is to share expertise through conference presentations. Conference attendees can often believe that one must reach a certain status (e.g., earning a PhD or working in the field for decades) before being able to present at conferences when, in reality, presenters span many levels of education and expertise.

The act of submitting a conference proposal can feel like a nebulous process the first few times, so chapters are positioned to help equip members who are interested in taking this step. Potential workshop opportunities include, but are not limited to:

- An introduction to different types of conference presentations (e.g., seminar, workshop, roundtable, paper session, poster session) and the general structure of each
- How to develop and submit a conference proposal
- How to revise rejected conference proposals for future submission
- How to turn your proposal into a completed session after it's accepted.
- Strategies for working with co-presenters

The thought of presenting at conferences can seem daunting for professionals at any level who are new to the process. Having a co-presenter can help ease some of the anxieties and also share the task of developing the program. Chapters can promote opportunities for members to match with a co-presenter, such as:

- Graduate students presenting with faculty
- Master's students presenting with Doctoral students
- Student members pairing with Professional members
- Students presenting with mentors

Dr. Christopher Belser, Chapter Faculty Advisor for the Alpha Eta Chapter at the University of New Orleans shared that he began presenting at conferences as a Master's student after a professor invited him to collaborate; now as a faculty member, he invites students to co-present conference presentations with him.

Chapter leaders and members can utilize the CSI Days Poster Sessions as an avenue to collaborate on conference proposals. These poster session proposals must relate to key themes identified by the CSI Executive Council and are prepared for presentation at the annual ACA Conference.

Special Considerations

- Because presenting at conferences can get expensive very quickly, chapters should help share available resources and funding opportunities. These can include chapter funds that are available and/or university funds that are earmarked for students presenting at conferences.

Resources

- The Southern Association for Counselor Education and Supervision website has a blog resource about developing conference proposals, written by Leo Balseiro ([http://saces.org/gsr_blog/8914423/Reply?replyTo=9094711 - 9094711](http://saces.org/gsr_blog/8914423/Reply?replyTo=9094711-9094711)).
- The ACA website has a member blog post by Jose Tapia-Fuselier Jr. on presenting at professional conferences (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2019/05/28/want-to-present-at-a-conference-here-are-some-tips-and-tricks>).
- ASCA developed a video on preparing conference session proposals. Whereas it does focus heavily on their own conference, the gives great examples of Bloom's Taxonomy and how to develop learning objectives (<https://www.youtube.com/watch?v=QkV9e25qDxw>).
- The Faculty Meeting Podcast has an episode (Episode TFM014) focused on preparing conference proposals (<https://podcasts.apple.com/us/podcast/tfm014-preparing-professional-conference-proposals/id1289763425?i=1000400946512&fbclid=IwAR3qg2pobfEck5BWrr3wyrhpiFEFByqAtkC6BVeXsGjRCBKs1ikaBupCm6Y>).
- The Purdue Online Writing Lab (OWL) has a resource on how to draft conference proposals (https://owl.purdue.edu/owl/graduate_writing/graduate_writing_genres/conference_proposals.html).
- This association developed a web resource specific to proposals for paper sessions (<https://www.aarweb.org/AARMBR/Publications-and-News-/Guides-and-Best-Practices-/AAR-Annual-Meeting-/Writing-a-Successful-Annual-Meeting-Paper-Proposal.aspx?WebsiteKey=61d76dfc-e7fe-4820-a0ca-1f792d24c06e>).
- Walden University developed a video outlining strategies for developing proposals (<https://www.youtube.com/watch?v=6zNKK-Ccnfs>).

Getting Involved with Counseling Research

Like conference presentations, research can be a vague intimidating term. To support members who are interested in getting involved with research, chapters can take a similar approach to preparing students for conference proposals by offering workshops and connecting interested members to mentors and partners.

Workshops can build on the content that student members receive in research coursework by further breaking down the steps involved with various research projects. Some example workshop topics include:

- The basics of research methodologies
- The life cycle of a research project
- Battling the imposter syndrome as a new researcher
- Tips for conducting research as a counseling practitioner
- What is action research?
- What does applied research look like in various counseling settings?
- How to develop research partnerships between counseling practitioners and counselor educators?
- How can I get involved with research as a graduate student?

The goal with such workshops is to view engaging with research as a developmental activity and meeting members where they have questions and concerns.

Additionally, chapters can partner with counselor educators and researchers within their chapter to help connect interested emerging researchers with those who are actively working on projects. These collaborations can range from individual research projects on a specific topic to the formation of research teams around a larger topic.

Special Considerations

- Because conducting research can get expensive very quickly, chapters should help share available resources and funding opportunities. These can include chapter funds that are available and/or university funds that are earmarked for student research projects.
- If chapters wish to award research grants to their members, it may be helpful to value projects that incorporate plans to include student members, professional members, and/or members of underrepresented groups. This can be accomplished by asking applicants to include a statement in their proposal/application that outlines such plans.

Resources

- CSI's Excellence in Counseling Research Grants provide one conduit for research funding for projects that relate to CSI's mission and also provide a structure that chapters can emulate when developing chapter-level grant programs (https://www.csi-net.org/page/Research_Excellence).
- This ACA Member blog post provides insight on the value of getting involved with research as a graduate student (<https://www.counseling.org/news/aca-blogs/aca->

[member-blogs/aca-member-blogs/2016/05/04/the-value-of-research-as-a-graduate-student](https://www.counseling.org/news/aca-blogs/aca-member-blogs/2016/05/04/the-value-of-research-as-a-graduate-student)).

- Dr. Donna Gibson’s recorded CSI webinar on phenomenology and grounded theory may help those who are interested in qualitative research (<https://www.csi-net.org/page/155Gibsom031418>).
- The recorded CSI webinar by Dr. Matthew Fullen and Dr. Cheryl Pence entitled “Wellness Research: Practical Tips to Secure Grant Funding” may help those looking into extramural funding (<https://www.csi-net.org/page/198Fullen030421>).
- The recorded CSI webinar by Dr. Michael Brubaker and Dr. Cassie Storlie entitled “How to Publish in the *Journal of Counselor Leadership & Advocacy*” may be useful for those who wish to write up research projects for publication (<https://www.csi-net.org/page/204Brubaker051421>).
- Dr. A. Stephen Lenz’s recorded CSI webinar entitled “Action Research: Practical Approaches to Improve Your Teaching, Supervision, & Practice” may be useful for those interested in action research (<https://www.csi-net.org/page/195Lenz101420>).
- This ACA member blog by Christine Hennigan Paone highlights the anxiety and identity development that one goes through when becoming a researcher (<https://www.counseling.org/news/aca-blogs/aca-member-blogs/aca-member-blogs/2017/12/15/research-identity-crisis>).
- ASCA’s School Counseling Analysis, Leadership, and Evaluation (SCALE) Research Center provides examples of action research within school settings (<https://scale-research.org/>).
- The Ronald H. Frederickson Center for School Counseling Outcome Research & Evaluation (CSCORE) website has numerous resources for school counselors and school counselor educators (<https://www.cscoreumass.org/>).

Grant Writing Initiatives

Like conference proposals and research projects, grant writing is another activity that can seem out of reach for counselors, particularly at the early stages of the profession. However, grants can provide funding that opens doors for research projects, professional development programs, and much more.

As with the previous two sections, chapters have an opportunity to host workshops for members that outline anything from an overview of the grant writing process to specific strategies for components of grant proposals (e.g., developing a logic model). Because chapters involve university faculty, hosts for such workshops can be counseling program faculty or even other members of the university community (e.g., another faculty member with grant experience, a representative from the university research office). Additionally, workshops should break down different levels of funding to ensure that members are aware of grants for students as well as professionals. Most counseling organizations have student grants and/or research seed funding available.

CSI also has several grant programs that can be useful for chapter activities. As discussed earlier in the guide, Chapter Grants can help with various types of projects at the individual chapter level as well as across multiple chapters. Similarly, CSI's Excellence in Counseling Research Grants provide opportunities for research funding for projects related to CSI's key initiative areas. Chapters should view these grant programs not only as a utility to obtain funding but also opportunities to take an early career step into the developmental process of writing grants. The CSI Grants can also provide a structure that chapters can emulate when developing chapter level grants.

Special Considerations.

- If chapters wish to award research grants to their members, it may be helpful to value projects that incorporate plans to include student members, professional members, and/or members of underrepresented groups. This can be accomplished by asking applicants to include a statement in their proposal/application that outlines such plans.
- University offices of research often have resources and personnel who can assist with grant writing or give guidance on the process. Similarly, professional members who are actively working in the community may have experience with different components of grant writing and could serve as guest speakers.

Resources

- Dr. Stephen D. Kennedy, Dr. Christine Suniti Bhat, & Dr. Suzanne Degges-White hosted the following recorded CSI webinar on developing proposals for CSI grants (<https://www.csi-net.org/page/129Kennedy092716>)
- The recorded CSI webinar by Dr. Matthew Fullen and Dr. Cheryl Pence entitled "Wellness Research: Practical Tips to Secure Grant Funding" may help those looking into extramural funding (<https://www.csi-net.org/page/198Fullen030421>).
- CSI's Excellence in Counseling Research Grants provide one conduit for research funding for projects that relate to CSI's mission and also provide a

structure that chapters can emulate when developing chapter-level grant programs (https://www.csi-net.org/page/Research_Excellence).

- The funding guidelines for CSI's Excellence in Counseling Research Grants provides an overview of what expenses are allowable versus non-allowable, which can help emerging grant writers consider other things to build into grant proposal budgets (https://www.csi-net.org/page/Research_Guidelines).
- CSI's Chapter Grants provide another avenue for grant funding for activities beyond research projects (https://www.csi-net.org/page/Chapter_Grants).
- The ACA Foundation Grant program is another avenue for small grant funding that isn't specific to research projects (<https://www.counseling.org/about-us/aca-foundation/aca-foundation-grant-program>).
- ACA's website has a list of federal grant funding sources that often have opportunities related to counseling (<https://www.counseling.org/government-affairs/federal-issues/federal-grants-for-counseling>).
- Delaney's (2016) article "Grant Writing for the Counseling Professional" provides an overview of the grant writing process within the field of counseling (<http://dx.doi.org/10.7729/83.1135>).
- This Grant Writing Resources site by the American Psychology-Law Society has numerous links that can help emerging grant writers (https://www.apadivisions.org/division-41/awards/grant-writing?fbclid=IwAR2k_KL4jJfxv0g_LfpxBGbVR3KWtRd8dMCe0CcfJlbAX-cao-ii7xXY9qU).

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- Dr. Reginald W. Holt: Chapter Faculty Advisor for the Chi Alpha Mu Chapter at Central Connecticut University
- Aishwarya Joshi: President of the Phi Omicron Chi Chapter at Idaho State University
- Kathie Kaopuiki-Nestrick: President of the Delta Rho Chapter at the University of Scranton
- Olivia Kropf: President of the Sigma Tau Sigma at Texas State University
- Crista Marsh: President of the Alpha Tau Sigma Chapter at Ashland Theological Seminary
- Dr. Matthew L. Nice: Chapter Faculty Advisor for the Iota Upsilon Pi Chapter at Indiana University of Pennsylvania
- Dr. Carol Parker: Chapter Faculty Advisor for the Tau Sigma Upsilon Chapter at Texas Southern University
- Beth Thomas: Secretary of the Chi Epsilon Chapter at Georgia State University