About five weeks ago I received an email from a student interested in joining Chi Sigma Iota (CSI). The student asked many of the typical questions that prospective members ask (e.g., How much are the membership dues? What are the benefits of joining? How many meetings would I be expected to attend?) and so forth. However, this student also asked a question that I don’t often receive. She asked, “What is Chi Sigma Iota’s commitment to diversity and multiculturalism?” I responded by leading her to the special issue in the Fall 2003 Exemplar entitled Counseling in a Changing World. I guess she was impressed because she submitted her membership application. Nevertheless, this student’s question struck me as insightful and critical. The question is one that I have thought about often this past month. As a counselor educator committed to preparing culturally competent counselors, I create daily opportunities for students to enhance their cultural sensitivity and level of social awareness. Nevertheless, my role in promoting these concepts within the context of CSI has not been as clear.

Multicultural Counseling Competencies

It has been almost 10 years since the Association for Multicultural Counseling and Development (AMCD) conceptualized and introduced the groundbreaking Multicultural Counseling Competencies and Explanatory Statements (Arredondo et al, 1996). This work represented an important contribution to the counseling profession, particularly in light of the increasingly diverse composition of counselors’ caseloads. Nevertheless, the current data indicate that ethnic minorities continue to show significant gaps in the areas of family income, education, and other indicators of social, economic, and political status when compared to their White peers (Davis & Proctor, 1989; Karen, 2002). The question for us then, is how have we responded to these societal inequities as an honor society? And, how have we promoted diversity and social justice within our respective communities? In my opinion, CSI members should be at the forefront of the “multicultural and social justice movement” in counseling. With that said, it is my belief that we must continue our journey of promoting diversity and social justice by being committed to the following:

Ensuring that our chapters’ membership represents the diversity of clients in a given community. It is critical that chapters work diligently to be inclusive of counseling professionals that represent many different cultures. Diversity in chapter membership can enhance members’ perceptions, beliefs, and thoughts about different groups and challenge stereotypes that lead to systemic barriers and inequitable opportunities for our clients. Ultimately, through diverse membership, members have exposure to varying perceptions that will in turn assist counselors in being more culturally responsive with clients.

Ensuring that the leadership of CSI (e.g., fellows, interns, faculty advisors, CSI scholars, speakers) represents the diversity of the counseling profession. Not only is it important to have a diverse membership, but decision-makers and leaders within the organization must also be diverse. Leaders often establish the vision for an organization and therefore diverse leadership will only expand the vision and mission of CSI.

Promoting excellence in research and scholarship related to cultural issues in counseling. The research and scholarship related to diversity in counseling has been extensive over the past 20 years. However, there is still much to be done. In promoting excellence in counseling, CSI chapters
CSI Day in Kansas City
Nancy Sherman
CSI President

Notably, representatives from chapters who had been chosen to receive Personal Excellence Grants shared their plans and activities for mentoring programs and professional development programs. Our chapters have such a wealth of commitment, creativity and concern, and the grants have allowed program development that might otherwise have been impossible. We plan to continue to offer Personal Excellence Grants again this year to bring even more of these wonderful programs to fruition.

Awards Ceremony

Those attending the awards ceremony and reception witnessed the recognition of excellence of individual members as well as chapters and their programs. It was inspiring to listen to the accomplishments of our members and hear how much of an impact their involvement in CSI is having on them personally and professionally. At the awards reception we had the second Advocacy Poster Showcase and were treated to representations of some of the advocacy work our chapters are accomplishing. There was a great mix of professional and client advocacy projects, all which will be detailed on the CSI website (www.csi-net.org) under “Advocacy” so chapters can use these models to inspire their own ideas for advocacy projects.

Initiation Ceremonies.

One of the other pleasures I have had as president-elect is to represent CSI leadership as a speaker at initiation ceremonies. I can think of no greater pleasure in my role as president than to travel to different chapters and meet CSI members, faculty advisors and members of counseling programs that sponsor chapters. At one chapter I was asked to “inspire” their

(continued on page 6)
Our chapters set another new record for memberships to CSI following last year’s record setting year! The result of this continued growth in May places CSI at over 11,000 active members for the first time in its history and now exceeds well over 40,000 members initiated in this country and abroad. Some of this growth is accounted for by fifteen new chapters (N = 258) and a reactivation of a number of others. Such growth in membership is unprecedented among counseling organizations at the present time. We are indeed fortunate.

The Executive Council budget goals for new (N = 3600) and renewal (N = 3500) memberships were designed to maintain steady but prudent planning. Both goals were exceeded by a good margin by April 30, 2004: New memberships N = 4,318 (up 20% over 2003); Renewing memberships N = 3,759 (up 9% over 2003). Life memberships increased by six to 702. These numbers are indicative of active, member-oriented chapter leadership and service. In addition, we owe much to the chapter faculty advisers and chapter leaders who have helped to guide the membership and chapters through new membership processing procedures online.

The treasurer’s report reflects a similarly positive profile of the Society in spite of the uncertainty within the world and national economies. The Executive Council and Headquarters have been deliberately conservative in our income estimates and expenditures in an effort to keep CSI on a steady and positive course. As a consequence, the Society continues to enjoy fiscal stability and promise for the same in the future.

**Thanks Again!**

American Counseling Association (ACA) Executive Director Yap awarded twenty free registrations to CSI student members nominated for the CSI Fellowship and Excellence Awards programs. This is the second consecutive year that he has offered this opportunity to encourage our members to attend the ACA annual conference. This is the third year in a row that our student members have received this gift benefit from ACA. I am hoping that this can become an ACA tradition as it benefits both organizations but especially our student members.

**What Else is New? Research Award Grants Available**

The Executive Council has approved a research grant awards gifts of $2,000 for each of two years from Drs. Allen and Mary Bradford Ivey. The purpose of the grants is to promote research associated with the theory and practice of Developmental Counseling and Therapy (DCT).

(continued on page 9)
Excellence Abounds in Kansas City!

June Williams
CSI Award Co-Chair

The culminating event of CSI Day at the ACA Conference was the Awards Recognition Ceremony and Reception. Participation in the awards process was at an all-time high with over 50 nominations in 13 categories. Six chapter awards and seven individual awards were presented.

Leadership Award

Chi Sigma Iota’s most prestigious award, The Thomas J. Sweeney Professional Leadership Award, was presented to Dr. Jane Myers of Upsilon Nu Chi chapter at the University of North Carolina-Greensboro. Consistently over two decades Dr. Myers has been a dedicated visionary to the profession of counseling. She has led through service in multiple ACA divisions and committees and served as ACA President in 1990-91. Her leadership has made significant contributions to the visibility and organizational integrity of CSI. She is the second lifetime member and has been the faculty advisor at UNC-G since 1993. Dr. Myers is a charismatic leader, a true counseling pioneer, and it is fitting that we recognize her tireless work in advocating for the counseling profession.

Chapter Awards

The Outstanding Chapter Award for small chapters was presented to Iota Delta Sigma chapter at Auburn University. Over the past few years, Iota Delta Sigma has consistently exemplified excellence in scholarship, service, and commitment to advocacy. Since its inception in 1997, the chapter has steadily increased its membership, with much of the chapter’s growth due to the success of its mentoring program.

The Outstanding Chapter Award for large chapters was presented to Kappa Sigma Upsilon chapter at Kent State University. From monthly meetings to an active listserv to a bi-annual newsletter, Kappa Sigma Upsilon’s leadership is committed to informing and involving its membership in a variety of activities that promote strong connections between the counseling academic and working arenas. This chapter has been successful meeting the needs within its membership and community.

This year’s Outstanding Newsletter Award for small chapters was Beta Upsilon News, Beta chapter at Barry University. Thanks to the hard work and dedication of Sherron Newbery and Jim Hausler as editor and co-editor, Beta Upsilon News was revived in the fall of 2002 after a two year absence. The newsletter has re-established itself as a quality publication with a regular publication schedule every fall and spring, regular columns, professional graphics, and involvement of students, alumni, and faculty members.

The Outstanding Newsletter Award for large chapters was The Connection, Pi Sigma Upsilon chapter at Portland State University. The Connection immediately catches the reader’s eye with an easy-to-read format, clever graphics, and quality photographs. Editor Jan Premo has involved students, alumni, and faculty members in the planning, development, and distribution. The Connection includes a variety of features including updates on the counselor education program and CSI activities, alumni news, and resources for students.

The 2003 Mid-South Regional Diversity Conference (MRDC) sponsored by Kappa Zeta chapter at The University of Memphis was this year’s Outstanding Individual Program. The first of its kind in the area, the MRDC provided counselors in the region with a professional program with cutting-edge presentations in various areas of multiculturalism. Careful attention was paid to every detail of the planning process. Sponsors contributed enough monetary donations including food and door prizes that the cost of the conference was covered in full.

This year marked the first time an award for Outstanding Chapter Web Page was presented. The first recipient was Beta chapter at the University of Florida. Beta’s website is well designed and very user-friendly, with a format that makes the page easy to maneuver. A wide variety of content is available including meeting minutes, a calendar of events, newsletters, announcements, a photo gallery, contacts to officers, and a link to the Counselor Education Department.

Individual Awards

This year’s Outstanding Entry Level Student was Amy Earehart-Lovelace of Rho Beta chapter at the University of Virginia. Since beginning her master’s program, Amy has demonstrated excellence both in academics and service to the counseling profession. She is actively involved in professional organizations and activities, serving as treasurer of Rho Beta chapter, secretary/treasurer of the counselor Education Student Organizations, and volunteering for the Sexual Assault Resource Agency and ABIDE (Awareness of Body Image and Disordered Eating.).

W. Matthew Shurts of Upsilon Nu Chi chapter at the University of North Carolina at Greensboro was the recipient of this year’s Outstanding... (continued on page 6)
Jane Myers, standing with Thomas Sweeney, received the Thomas J. Sweeney Award for Leadership.

Chapter Awards were received by Tim Baker (Chapter Web Page), Sherron Newbery and Jim Hausler (Outstanding Newsletter), Beverly Schoefgen and Kelly Barnett (Outstanding Individual Program), Tiffany Bowling (Outstanding Chapter), and Kim Desmond (Outstanding Chapter).

Marie Shoffnor, Casey Barrio, and Debbie Newsome received the award for Outstanding Research.

Recipients of CSI Individual Awards were Liz Gruber (Outstanding Practitioner Supervisor), Amy Eavehart Lovelace (Outstanding Entr-Level Student), Matthew Shurtz (Outstanding Doctoral Student), Helda Montero (Outstanding Practitioner), and David Marshall (Outstanding Service to Chapter).

Congratulations to CSI Award Recipients
Excellence Abounds in Kansas City!
(continued from page 4)

Doctoral Student Award. Professionally, Matthew is a Nationally Certified Counselor and board eligible for licensure in North Carolina. He has maintained a 4.0 GPA while working as an inpatient counselor, assessment crisis team member, and serving on several professional organization committees. He has several refereed publications in national journals and numerous professional presentations. Rather than simply delegating duties to others, Matthew leads by example both professionally and academically.

Receiving the Outstanding Service to the Chapter Award was David E. Marshall of Beta Chapter at the University of Florida. David’s enthusiasm for the counseling profession is reflected in the numerous leadership roles he has assumed and the various activities he has initiated within Beta chapter. He has also served as a volunteer mentor since the inception of the department’s student mentoring program.

The recipient of the Outstanding Practitioner Award was Helda H. Montero of Beta chapter at the University of North Carolina at Greensboro and Debbie W. Newsome of Pi Alpha chapter at Wake Forest University. Funded by a grant from the National Science Foundation, this study employed a rigorous qualitative methodology to examine the outcome expectations of young people aged 10-14. The study addressed the career development process of pre- and early adolescents.

Appreciation
Many thanks to the 2004 Awards committee members who reviewed the applications: Susan A. Adams, Co-Chair; John Alleman, David Carter, Reba J. Criswell, Dwayne Eugene Ham, Amanda Hern, Paula King, Melissa Kolinsky, Sandy Magnuson, Allison Metz, Anita Neuer, Tina Nunnellee, Krylyn Peters, Brian S. Rodgers, Katie Rubin, Steve Snow, and Jacqueline A. Walsh.

CSI Proudly Thanks Donors
With their permission, we wish to publicly thank those who have been gracious in their contributions to Chi Sigma Iota in the recent past and acknowledge their commitment to excellence beyond that which is expected.

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CSI Day
(continued from page 2)

members to work with the chapter and stay active and involved (in 20 minutes or less!). I spoke of my belief that when an individual is invited to become a member of CSI he or she not only receives recognition for achieving a standard of excellence but also receives a challenge. That challenge is to find where he or she will have an impact on our profession. I believe that CSI is the professional counseling organization in which every member can make a difference at the chapter, national or even international level. The opportunities abound, whether as a member of a committee creating professional development activities, in a leadership role as chapter president or committee chair, or as a faculty advisor. I challenged the new initiates at this induction to remain active and involved as a professional members, and I shared how I have been able to experience involvement in CSI at each of these levels while developing as a counseling professional.

Vital Work
Whatever the path chosen, the impact is visible and real. It is truly an honor to serve as president of Chi Sigma Iota, and I challenge each member to renew your commitment to the vital work we do as a society.
CSI Day Events

President Jamie Carney hands over the gavel to President elect Nancy Sherman.

Kelly Kozlowski questions June Williams and Susan Adams, CSI Awards Co-Chairs, on how to apply for national CSI awards.

At the business meetings, reports were provided by Geof Yager, past president; Cynthia Osborn, secretary; Catharina Chang, treasurer; and Nancy Sherman, president-elect.
2004-05 CSI Interns and Fellows

Geof Yager

This year’s Intern and Fellow Selection Committee included the organization’s most recent presidents: Jamie Carney, Nancy Sherman, and Geof Yager. After a careful review of the applications, ten excellent applicants were selected to serve Chi Sigma Iota during the 2004-2005 year.

CSI Fellows

Ten individuals were selected as Fellows, and each was given partial financial support to attend ACA in Kansas City. The first, Kelley Barnett, is a December graduate of the University of Memphis in Community Agency Counseling. She has served as president of the Kappa Zeta chapter and as conference chair for the 2003 CSI Mid-South Regional Diversity Conference. At present, Kelley is working as a counselor in an elementary and middle school.

James Hausler is currently seeking a dual master’s degree in counseling specializing in Mental Health Counseling and Marital, Couple, Family Counseling & Therapy at Barry University in Florida. Jim has contributed to his local chapter (Beta Upsilon) in several roles including newsletter co-editor and chapter historian.

Danica Hays, a doctoral student in the Counselor Education and Practice Program at Georgia State University, has been involved with the Chi Epsilon chapter as secretary, president-elect, mentoring program coordinator, and events committee co-chair. Danica’s research interests include multicultural issues in counselor preparation.

Jonathan Orr is a second year doctoral student at the University of New Orleans, and he is currently president-elect of the Alpha Eta chapter. Jonathan is also the student member on the ACA Committee on Human Rights. In January, he was elected to serve as the student representative to the Louisiana ACES.

After completion of a bachelor’s degree in biology, Daniel Peabody served as a volunteer for Americorps at a small middle school in New Orleans. In the process, Dan became very interested in counseling and decided to seek further education in a school counseling program at the University of Maryland. He is presently serving as president of the Alpha Delta chapter.

Pamela Peters is working towards a master’s in Community Counseling at John Carroll University, Cleveland, Ohio. Pam has been a counselor intern since September at the Cleveland Clinic Foundations Department of Psychiatry and Psychology. For the last three years, Pam has served as secretary of the Beta Chi chapter and was this year’s co-chair of the annual Wellness Conference.

Julie Stephan is a second-year doctoral counseling student at the University of North Carolina at Greensboro. With an emphasis in school counseling, Julie has counseled children and adolescents in schools, crisis centers, therapeutic foster home facilities, and residential treatment centers. She has been involved in CSI as the Upsilon Nu Chi awards chair since 2002.

The final Fellow selected was Carrie Wachter from the University of North Carolina at Greensboro. Carrie received her master’s in school counseling from UNCG in May, 2003, and she is currently in her second semester of doctoral work. She is president-elect of the Upsilon Nu Chi chapter after having served as the newsletter co-chair.

Interns

Of the ten fellows, two were chosen as interns. They, too, were awarded partial financial support to attend the ACA meeting and to be involved directly in the next two Executive Council meetings of CSI. In return, these interns commit to provide a variety of services to the organization.

Kimberly Desmond is currently a doctoral student at Kent State University in Counseling and Human Development Services. Kim is presently working on her dissertation, a study focusing on the mentoring experiences of school counselors. Kim is the president of the Kappa Sigma Upsilon chapter who has previously been the fund raising chair.

Jake Protivnak, the second intern, is completing his doctorate at Ohio University. As a master’s student, Jake served as the archivist committee chair of the Kappa Sigma Upsilon chapter (Kent State University) and he currently serves as president for the Alpha chapter at Ohio University. Jake is the Ohio ASERVIC membership chair, and the graduate student representative to the ACES Executive Council.

Congratulations

Congratulations to each of these worthy recipients. We encourage all chapters to support their outstanding members in applying to become a CSI Fellow or Intern in 2004-05.
Update from Headquarters (continued from page 3)

More information on the grants will be found below and on the CSI homepage (www.csi-net.org). This is a unique opportunity for CSI members both student and professional to participate in this initiative.

Nicholas A. Vacc, ACA Wrenn Award Recipient

Dr. Nancy Vacc accepted posthumously the ACA’s most prestigious award, The Gilbert and Kathleen Wrenn Caring Person Award, on behalf of her husband, Dr. Nicholas A. Vacc, a Past-president of CSI, co-author of the National Counselor Examination, and author and mentor to many students. The ACA cash award of $1,000 is being donated to the CSI fellowship fund set aside in Dr. Vacc’s name for future award recipients of CSI. We are eternally grateful to the contributions of her husband and now the generosity of his wife in helping future generations of counselors to know of his work and vision for professional counseling and counselor education.

CSI Store

As expected, the CSI store (csi-net.org) is setting new records, too! ProformaCrescent has been our supplier since September of last year. We have experienced much greater interest in a variety of logo items never before available. At the CSI business meeting, representatives received a few of our new items as door prizes and we saw no one leave early! Everyone was a “winner” with a CSI logo pen given to all who attended. Chapters may create their own shopping list of logo items for fund raising including those with their chapters’ names and special messages related to an event. Share your ideas and we will definitely give them consideration for regular availability in the CSI store. The income from the CSI Store helps to keep CSI dues at their current level (5 years since last increase!) and subsidize some of our initiatives that might not otherwise be possible.

Getting Better

I was pleased at the awards ceremony this year to witness a significant increase in the number of chapter awards especially among our smaller chapters. The Executive Council and Awards Committee have worked hard to promote the idea that every chapter has deserving activities and members. We are encouraged by the increase in nominations but we know that even more chapters could be instituting an awards program at the chapter level. If your chapter does not have an awards program, please check out the CSI awards training materials and ceremony script to carry out a first class awards program. Our slogan is “to promote excellence in the profession of counseling.” What better way to do this than by recognizing excellence at the university chapter level?

Last Word

Watch the CSI webpages!! There will be new features, services, and announcements. Guaranteed!

A Great Opportunity for CSI Members: DCT Research Grants

Drs. Allen and Mary Bradford Ivey have provided research grant awards gifts of $2,000 for each of two years beginning in fiscal year 2004-05. The purpose of the grants is to promote research associated with the theory and practice of Developmental Counseling and Therapy (DCT). Awards will be given in amounts of up to $500 each for proposals found suitable by a CSI committee knowledgeable in DCT and research methodologies appropriate to investigate both the theory and practice.

DCT is an integrative approach to counseling over the life span. As a consequence, it has implications for professional counselors in all settings and with individuals, couples, and groups of all ages. The Iveys have been prolific in their publications, videos, and workshops in this country and abroad.

All active members of CSI are eligible (i.e., students, counselor education faculty, and professional counselors) to submit a proposal for research to be conducted in the coming year. Recipients are expected to present their findings through a variety of methods including presentations and publication. Results also will be available through the CSI website upon completion of the studies.

More information on the grants will be found on the CSI homepage (www.csi-net.org). First awards will start being granted as early as late summer and early fall 2004.
Chapter Happenings

Encouraging Attendance at CSI Meetings

June Williams
CSI Associate Editor

This column of “Chapter Happenings” is devoted to the various ways that chapters hold meetings throughout the year. Hopefully some of the information shared below will provide fresh ideas for your chapter in its planning of upcoming meetings.

Alpha Omega Pi
Submitted by Marie Faubert, Faculty Advisor

Because we are a small program at the University of Saint Thomas, we concentrate on one service that is very important to the community. CSI members participate as family group facilitators in the Summer Academy, an academic and affective program for first-generation-college-bound high school students from one of the neighboring high schools. We meet in my home where we combine a dinner with a business meeting. All of our activities center around this annual four-week event. Additionally, we go out to eat with one another once a semester. We have no trouble getting students to participate.

Alpha
Submitted by Jake Protivnak, President

At Ohio University, the Alpha chapter seeks to encourage participation at our monthly meetings by intentional communication, scheduling, and incentives. We announce our monthly meetings by our listserv and send a follow-up reminder the day before. An agenda of what will be discussed and decided is included in the e-mail. The meetings are also communicated verbally or are written on classroom blackboards. Meetings are scheduled in the classroom building and are held immediately following a class. We often offer incentives to attend including pizza, desserts and/or refreshments. We want to make our meetings welcoming and easy for our students to attend.

Alpha Chi Alpha
Submitted by David Brown, President

The Alpha Chi Alpha chapter at Cincinnati Bible Seminary shares our meetings with our school’s chapter of the American Association of Christian Counselors (AACC). Each month we hold a forum to which the entire graduate school is invited. Forums consist of a free lunch and guest speakers presenting on different topics. After the forum ends, CSI members meet for a few minutes to complete any CSI business. This arrangement works very well, and the graduate school is aware of CSI’s involvement on campus.

Beta Phi
Submitted by Denise Collings, President

At Bradley University, Beta Phi has successfully implemented several ideas including ice cream socials, informal potluck dinners, meetings at Bradley University, and having different members host meetings in their homes. We also often provide door prizes (donated by local businesses) as incentives. At Christmas, we have a party at a professor’s home and have dinner, a silent auction (items are donated), and encourage members and non-members to get involved. In general, our chapter meetings are informal. We eat (of course), encourage one another/network, and have a business agenda. We meet on Sunday afternoons or weekday evenings.

Chi Epsilon
Submitted by Danica Hays, President

At Georgia State University this past year, our chapter offered several learning sessions addressing the topics of mindfulness and meditation, play therapy skills, and family therapy. In addition, we have several networking opportunities available -- a CSI Career Night to connect CSI members to potential internship sites, a fall social and mentoring program to promote CSI’s mission, and a research interest network to facilitate collaboration of research interests among graduate students.

Eta Tau Alpha
Submitted by Vicki White Kress, Faculty Advisor, and Rachael Hoffman, President

The Eta Tau Alpha chapter at Youngstown State University encourages participation by sending out a meeting reminder on the Counseling Department listserv. In addition, meetings are held in the Graduate Assistant office, conveniently located in the Counseling Department. Meetings are scheduled on the last Monday of the month at 4:00 p.m., a time when most students are arriving for evening classes. Coffee and tea are provided at meetings. Officers and committee chairs promote attendance by announcing upcoming meetings during various classes. Non-members of CSI are encouraged to attend meetings to learn more about the organization.

Kappa Sigma Upsilon
Submitted by Kim Desmond, President

At Kent State University, our chapter meets on a monthly basis. The first meeting of the semester is discussed and set through the listserv. During the first meeting, the most convenient day and time is set for the rest of the semester. Members are encouraged to “bring a friend” to the meetings and the president usually brings a baked good to facilitate the meeting. Members are reminded of the meeting date and time through the listserv approximately one week.

(continued on page 12)
Enhancing Chapter Development

Brian Dew

It was a pleasure meeting so many of our chapter leaders at the ACA annual conference in Kansas City. Over 40 attendees participated in a 90-minute discussion on how to enhance chapter development and involvement. Chapter representatives from California to Florida shared goals, successes, and struggles associated with chapter leadership. For those individuals who were not in attendance, here are a few highlights.

Scheduling Activities

Chapter leaders stressed the importance of conducting an annual initiation ceremony. The event enables a chapter to highlight accomplishments and celebrate its commitment to counseling excellence. Inviting a guest speaker from the CSI leadership list to this event was also recommended. Continuing the momentum created by an initiation ceremony was also viewed as critical. Following an initiation ceremony, there are periods of time when few events or CSI chapter sponsored activities are held (i.e., over the summer). During these times, enthusiasm and a sense of connection with the chapter is often diminished. As a result, chapter leaders need to be intentional in scheduling activities during these periods.

Involvement and Leadership

Especially for master’s-only programs, issues related to student involvement and continuity of leadership were stressed. Chapter leaders were encouraged to articulate specific benefits for membership in the chapter. These benefits need to be communicated early in a graduate’s student academic program. For example, an informational brochure highlighting the value of future membership was developed by one chapter and distributed at orientation to all students. Other chapters sponsored a welcoming party to all incoming graduate students. At this event, a chapter leader spent several minutes talking about the benefits of CSI membership. From these outreach efforts, potential leaders can be identified for potential chapter involvement.

Mentoring Program

Finally, the importance of having an active mentoring program was discussed. Chapter leaders commented on the various advantages gained from linking counseling professionals and graduate students. Chapters with active mentoring programs benefitted from increased alumni involvement, improved relationships with internship sites, and greater networking for job opportunities.

CSI Chapters

(continued from page 1)

and its national leadership should actively promote and recognize scholarship that informs us of new approaches and theories related to diversity in counseling.

Promoting forums for diverse “voices” to be heard within the Society. Oftentimes, various groups (e.g., ethnic minorities, LGBT, women) are marginalized not only in society but also in professional organizations. CSI chapters and leadership should provide points-of-view that are often “unheard” in traditional counseling settings. For instance, a CSI chapter may want to invite a counselor who works with AIDS patients to speak for a brown-bag lunch seminar or a chapter may provide a panel discussion featuring ethnically dissimilar counselors in the community.

Advocating for social justice in counseling as well as the communities served by CSI professionals. As mentioned previously, CSI members should challenge systemic barriers in schools, agencies, and other community organizations. Advocating for clients of oppressed backgrounds is an indicator of counseling excellence!

CSI Mission

Appreciating diversity and working to build a counseling profession that embraces multiculturalism should be an important component of CSI’s mission! I propose that CSI members approach a sincere commitment to multiculturalism in the same manner as Thomas Parham (2001) when he stated, “The commitment to true multiculturalism cannot be used as a ‘fashion statement’ to dress up or camouflage institutional insincerity. You can’t talk about commitment to diversity and then act in ways which inhibit its progress” (p. 876).

In other words, we must be able to respond to my student’s question in a manner in which we can SHOW our commitment through our actions at the chapter as well as the national level.

References


Despite challenging financial markets, Chi Sigma Iota has thrived and remains fiscally sound. This year’s Executive Council approved a budget of $274,800 for the fiscal year 2003-04, with a goal of 3,600 new memberships and 3,500 renewed memberships. Additionally, they projected gross income from sales of regalia and other items of $52,500. As with years past, the Executive Council chose to maintain a conservative projection for the year.

Revenue, Expenses & Long-term Investments

Revenues received for fiscal 2003-04 as of March 19, 2004, are 85% of our projections at $233,770. Our expenses are $229,613 (84% of our projected expenses), with income exceeding expenses by $4,157. We paid almost $39,000 in rebates to chapters this year. Our expenses for regalia and other CSI logo items available for sale on the web are $27,152. Our net income over expenses for these items has been $12,279. However, we expect more income with spring sales as the cost of the inventory is now recovered.

Chi Sigma Iota’s long term Putnam invested funds on March 22, 2004, reflected a balance of $115,965 as a result of our $60,000 investment made in the mid 1990’s. This is a net gain of $28,540 since last spring. The Schwab accounts also have regained from an initial investment of $44,000 to $44,260 after falling to $36,804 this time last year. This represented a $7,456 recovery. Because these are exigency funds, we have realized no real loss or gain except if we choose to sell the funds and place them in money market accounts. Of $104,000 invested, their present combined fund value is approximately $160,224 (due to market fluctuations). These funds are invested in part to protect the Society from unforeseen events. Like other such organizations, we want at least the equivalent of a six-month to one-year’s operating budget for such purposes. We are approaching the lower of these two goals.

Royalties

We realized a third year royalty of $2,022 on the Handbook of Counseling. This brings the total to $8,000 in contributions by Drs. Don Locke, Jane Myers, and Edwin Herr as editors of the book. The funds are currently in the money market funds, not the investments noted above; therefore, they are safe from market fluctuations and are earmarked for assisting with the fellowship program and other special project initiatives identified by the Executive Council. We are fortunate to have such generous benefactors among our membership.

Chapter Happenings

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prior to the meeting. The minutes from the meetings are posted to the listserv for members who were unable to attend.

Mu Tau Beta

Submitted by Kelly Robinson, Newsletter Editor

At the University of North Carolina at Charlotte, our chapter holds Executive Board Meetings once a month. These meetings are open to any member. Although not all members attend the monthly meetings, they do participate in our variety of events that are held throughout the year. All of our members participate in our community service projects, student orientations, professional development seminars, and other chapter activities. These meetings and gathering are held at various times so that every member has an opportunity to participate.

Theta Alpha Mu

Submitted by Deborah Ferguson, President

At Texas A&M University in Corpus Christi, the Theta Alpha Mu chapter uses various methods to entice students to the meetings. We have interesting speakers and offer CEUs. Flyers are posted throughout the university announcing the meeting as well as e-mails sent via our counseling listserv. On the flyers we indicate that snacks will be available. This brings the total to $8,000 in contributions by Drs. Don Locke, Jane Myers, and Edwin Herr as editors of the book. The funds are currently in the money market funds, not the investments noted above; therefore, they are safe from market fluctuations and are earmarked for assisting with the fellowship program and other special project initiatives identified by the Executive Council. We are fortunate to have such generous benefactors among our membership.

Student Ideas and Experiences Needed for Publication

Liz Mellin and Richard Hazler

We are looking for student ideas to be published in the next edition of the Exemplar around the new “Student Insights” question listed below. CSI chapter leaders, advisors and members can help by developing discussions around the new question and encouraging students to submit their ideas and experiences. This month’s new question is:

What have you learned or how have you changed from coming to know the lives and experiences of other students in your program?

Submissions of no more than 400 words should be made no later than November 15 to Richard Hazler and Elizabeth Mellin by email <hazler@psu.edu> or mail to 327 CEDAR Building, Penn State University, University Park, PA 16802.
Advocacy and Social Justice

Submitted by Eric Green

Alpha Eta Chapter

I feel the trend toward advocacy counseling and issues of social justice will significantly impact my future as a professional counselor. Examples of this social justice paradigm include a recent Exemplar feature on advocacy counseling, the 2004 SACES conference theme of social justice counseling, and regular editorials on social justice featured in Counseling Today.

My reality of advocacy and social justice became clear recently while counseling a family where a child was affected by sexual abuse. I witnessed the social injustice that many minorities face when trying to use a system designed to aid majority citizens. In an attempt to relocate the child to a safer school, I personally witnessed the marginalization of a mother who felt she could not protect her child from the dangers of an oppressive majority-run school board. I felt helpless. What could I, a Caucasian male in his twenties, do to help this seemingly unfixable situation? Individual counseling was no longer enough. Something was needed to affect the context in which the client was living.

My own client advocacy work began by my diplomatically working within the child’s microcosm and offering some alternate choices that school personnel could make to help this child feel valued again. The problems my client experienced appear to be pervasive. Advocacy is needed for children in inner city schools where everyone, including the parents, have often tried to facilitate change by fighting against the system only to be bitterly disappointed by bureaucratic defeat.

I have witnessed the invigorating feelings of empowerment that come from serving as an advocate. I have also seen advocacy counseling make positive changes in a child’s social environment, attitudes, motivations, and self-esteem when traditional counseling became insufficient. Advocacy counseling, a newly stylized approach for a dynamic society, goes beyond individual counseling by optimizing access and effectiveness of community and social programs. I believe most humans, regardless of race, sexual orientation, religion, or socioeconomic status ultimately want to feel valued. Social justice counseling is important to our clients’ futures and myself because it instills hope and allows all of us to feel valuable.

School Counseling National Model

Submitted by Julia Taylor

Mu Upsilon Gamma Chapter

The implementation of the American School Counselor Association’s (ASCA) National Model will significantly change the professional school counseling field. Often school counselors find themselves answering the question “What do you do?” Unfortunately, the perception among teachers, administrators, and parents is often that a school counselor’s primary responsibility is overseeing students’ academic schedules.

Professional school counselors have the skills and knowledge to improve student academic achievement through personal, social, academic, and career counseling. ASCA has developed a National Model to provide all professional school counselors with the tools necessary to maximize the productivity, limited resources, and lack of support often encountered in public school systems.

The National Model is a comprehensive approach to program foundation, delivery, management, and accountability serving as a building block for school counselors to design, coordinate, implement, manage and evaluate their programs. The model provides a framework for programmatic components, implementation, and underlying philosophies of leadership, advocacy, collaboration, and systemic change. Nationwide implementation of the model will signify a distinct shift for some schools from a service to program centered focus. The National Model demonstrates the value of school counseling services for all students.

Some school counselors, teachers, and administrators may have difficulty adjusting to the National Model. School counselors will likely encounter protests such as “We don’t have time or the resources for that,” “It won’t work,” or “Our first priority is scheduling students.” Taking a proactive role will help alleviate some resistance to change. Counselor Education programs are beginning to frame instruction around the National Model. As a result, school counselors are coming into school districts prepared to advocate for, implement, and facilitate use of the National Model. As a student majoring in school counseling, it is up to me to believe in, educate others, and implement components of the National Model to demonstrate to those who are unfamiliar with our role how school counselors can provoke positive change.

Moving?

Need to Renew Your Membership?

Go to http://www.csi-net.org
Dr. Bryce Hagedorn’s involvement with Chi Sigma Iota as a Faculty Advisor is defined by a sense of purpose, commitment to professional advocacy, and prioritizing balance and wellness in personal and professional endeavors. In 1997, Dr. Hagedorn joined the University of Central Florida’s Upsilon Chi chapter as a master’s student and continued his involvement with the Upsilon Nu Chi chapter at the University of North Carolina at Greensboro throughout his doctoral studies. Recently, Dr. Hagedorn accepted a faculty position at Florida International University and also agreed to serve as the Faculty Advisor for the Delta Iota chapter.

As a student, Dr. Hagedorn admitted to joining CSI initially to enhance his vita but quickly appreciated the benefits of active participation. For two years he chaired the Upsilon Nu Chi Public Relations Committee and was honored last year with the CSI International Outstanding Doctoral Student award for his contributions to CSI and dedication to personal and professional balance and excellence.

Prioritizing Professional Service

As both a counselor educator and clinician, being a Faculty Advisor naturally complements Dr. Hagedorn’s dedication to promoting the goals and ideals of the counseling field through professional service. Currently he actively serves the counseling profession for several national organizations, including serving on the board of directors for the Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC), chairing several committees for the Counseling Association for Humanistic Education and Development (C-AHEAD), and both chairing the Process Addiction Committee and serving as the CACREP representative for the International Association of Addiction and Offender Counselors (IAAOC). At the same time, he maintains an active and multifaceted research agenda focusing on various issues. Dr. Hagedorn is a Licensed Mental Health Counselor in Florida, has held licensure as a Licensed Professional Counselor in North Carolina, and holds two certifications, the National Certified Counselor and the Master Addictions Counselor, both through the NBCC.

Dr. Hagedorn notes that professional service benefits the profession and individuals in a myriad of ways. He believes that “professional service facilitates building professional alliances and supportive networks that have been empirically shown to lessen counselors’ vulnerability to professional burnout, distress, and impairment.” It also offers counselors a forum “to solidify a professional sense of identity and belongingness to network, to share ideas and innovations, and a place to see old friends and acquaintances.” Professional development activities also lead counselors “to continue to educate ourselves, to sharpen our clinical skills, and to share the important work that we do with clients and students.”

Emphasizing Professional Advocacy and Counselor Identity

Dr. Hagedorn also emphasizes professional advocacy, foundational to client advocacy, and a strong, viable counselor identity. Both students and professionals have a responsibility “to advocate for their profession” akin to how “psychologists, social workers, marriage and family therapists, and even nurses have efforts in place to further their professional agendas, respectively, in such a way that leads to a legitimization of each profession.” Dr. Hagedorn identifies professional advocacy as an important component of counselor training. Without inculcating students with a strong sense of the need for professional advocacy, Dr. Hagedorn states that future students may find “a lack of career opportunities, a lack of professional identity, and a lack of professional pride in the critical services they provide clients. These jobs, as well as this sense of identity and professional pride, will be procured by those professions that do prepare their students adequately to advocate for their profession.”

Concomitantly, counselor parity and the continued evolution of a professional counselor identity are topics of importance to Dr. Hagedorn. “Too often I hear, both implicitly and explicitly, ‘Oh, I’m just a counselor.’ The positive connotations behind the titles of ‘psychologist’ and ‘clinical social worker’ did not strictly originate from the popular media. Rather, those professions have always been
Faculty Advisor Highlight
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quite exclusive, and as a result, have increased both their strengths and agendas. Whereas I believe it is important to be inclusive of those that have similar missions and goals, I also believe that if the counseling profession becomes too inclusive and too general, we not only lose our specific ‘counselor’ identity, we also lose the ability to provide a strong collective front.” Dr. Hagedorn credits organizations such as CSI, CACREP and NBCC with promoting a strong counselor identity and encourages unity among counseling professionals (practitioners and educators) “to solidify our profession.”

Maintaining Balance
Dr. Hagedorn maintains a robust professional agenda of teaching, professional service, and research and yet takes the time to maintain personal and professional wellness through nurturing his personal belief system and family relationships. Dr. Hagedorn cultivates a “firm spiritual foundation, drawing strength from both these beliefs as well as from his family, thus enabling [him] to be ‘present’ for students, supervisees, and clients.” In his free time, he enjoys reading, exercise, and scuba diving. He relishes Miami’s sun and surf and extends an invitation to fellow counselors, “If you’re ever down in Miami, look me up and we’ll head out on the water for a day of sun and fun.” An offer difficult to refuse!

Welcome New Chapters

Welcome to the following new Chi Sigma Iota Chapters:

- Eta Iota University of Hawaii
- Mu Kappa Nu University of Houston-Victoria
- Kappa Omega California State University-Fullerton
- Gamma Upsilon Chi Gannon University
- Alpha Psi Chi University of Maryland-Eastern Shore
- Omega Nu Upsilon Olivet Nazarene University
- Mu Upsilon Alpha Mercer University
- Delta Chi Wilmington College

Attention All Chapters!

http://www.csi-net.org/store is waiting for your visit!

The CSI Store

Chapters can now purchase items in bulk for gifts to officers and members, to promote fund raising, and to recognize attendance at special chapter events. AND, these items can now be personalized with YOUR chapter name and the dates of special events! Here are some creative ideas chapters have already implemented using the NEW CSI store and memorabilia:

- Coffee mugs, pens, and pencils with the name of the chapter and initiation date
- T-shirts and Sweatshirts with the chapter name and a special event (fun-run, children’s festival, campus honors day)
- CSI note cards for special events (get-well notes and chapter condolences for members)
- Perpetual plaque in department office listing names of chapter presidents (or faculty advisors)
- Gavels and plaques for incoming and outgoing officers

ANY memorabilia item you have seen ANYWHERE can be possible with the new CSI store! Remember that chapters receive a bulk discount.

Also please note, the CSI logo is trademarked, and the only place you can buy CSI logo memorabilia is at the CSI Store. Click your way there today!!
The Importance of a Chapter Website

Dwayne E. Ham
Alpha Delta Chapter

What does Chi Sigma Iota (CSI) do? What are the functions and roles of the organization and its chapters in the region? Who benefits from the services they provide? And how does one find out if there is an active chapter in the area? An answer to these questions is a chapter website. A chapter website is a simple form of mass communication that enables chapters to disseminate information regarding our organization. A chapter website clearly shows persons in the helping field the kind of programming we do toward developing our discipline.

Websites act as a brochure for the department or university. By making your website information available, you can save money by reducing the number of routine calls that your chapter might receive. Moreover, a website is operational 24 hours a day. You can also develop a “self-service” type of web site where students can find product information, solve problems, or download forms to help them in their graduate or professional work. Lastly, you can attract new people to our discipline, while keeping the familiar ones apprized of events to strengthen their development.

Chapter Web Page Design

Designing a chapter website is not very difficult. There are all kinds of web publishers that are available to help you along the way. If you need help developing your chapter websites, please contact the web administrator for CSI (webadministrator@csi-net.org). We will be happy to help you.

Finally, Faculty Advisors and student committees need to express a new commitment toward understanding what it means to be an active chapter of CSI. No longer should we allow ourselves to simply view Chi Sigma Iota as just “a line on your resume.” Chapter web pages are one part of that commitment.

A note from the webadministrator:
Dwayne Ham is an experienced web developer who is completing his doctorate in counseling at the University of Maryland. He has been working with us to create a template for chapter web pages and will be providing some technical assistance with chapter web pages as well. We know you will enjoy working with him as part of the CSI leadership team.