The 2006 CSI Outstanding Research Award was presented to Kevin P. Feisthamel for an empirical study conducted with Robert C. Schwartz titled “Disproportionate Diagnosis of Mental Disorders Among African American Versus Euro-American Clients.”

The differential mental health treatment of certain racial groups has recently received a great deal of clinical attention. For example, according to the U.S. Surgeon General’s Report (2003) on mental health in the United States, important concerns about the quality, availability, and access to mental health services for non-Euro-American clients have not been fully addressed in the United States. Similar reports cite high rates of serious and impairing mental disorders in these client populations (U.S. Department of Health and Human Services, 2001). Moreover, previous empirical research has consistently shown that African Americans are diagnosed with a severe mental disorder more often than Euro-Americans (Baker & Bell, 1999; Chow, Jaffee & Snowden, 2003; Snowden & Cheung, 1990).

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The Study

Participants were 1,648 clients from a community mental health agency in a Southeastern state. Participants ranged in age from 4 to 78 years (M = 30.2, SD = 14.5); 788 (48%) were female, 840 (52%) were male; 1,214 (75%) were Euro-American and 414 (25%) were African American. A series of three 2 X 2 chi square tests for independent samples were used (one for each diagnostic group), and a Bonferroni correction was employed so that statistical significance was set at a conservative p < .017. Results showed that African Americans were significantly more likely than Euro-Americans to receive a psychotic disorder diagnosis (e.g., Schizophrenia) and a childhood disorder diagnosis (e.g., Conduct Disorder or Oppositional Defiant Disorder). We also conducted follow-up tests to determine if African American clients were disproportionately admitted as inpatients to a psychiatric stabilization unit, or if admissions were disproportionately involuntary for African Americans versus Euro-Americans (as has been suggested by prior research using clinical psychologists and psychiatrists as clinical interviewers). Contrary to prior research results in this area, and despite the diagnoses given we did not find that counselors disproportionately admitted African American clients to inpatient units. Nor were involuntary admission rates disproportionately higher among African American clients for those clients who were admitted to inpatient units.

Implications for Counseling

It is difficult to determine why counselors disproportionately diagnose certain mental disorders in African American clients versus Euro-American clients. However, we proposed two possible alternatives. One alternative may be racial diagnostic bias on the part of the clinician. It should be noted that all but one of the professional counselors had received training in counseling psychology.

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Language Matters in CSI

Cynthia J. Osborn
CSI President

I have always been fascinated with words. I receive Merriam-Webster’s “Word-of-the-Day” by email and enjoy playing the board game “Balderdash.” Although I am not a linguist, I have learned that words create as well as convey meaning. This means that the language we speak and how we engage in conversation can introduce and shape new possibilities. UCLA Professor Emeritus of psychology Albert Mehrabian proposed that the vast majority of human communication of feelings and attitudes is accomplished nonverbally (38% voice tone, 55% gestures and facial expression). The remainder is accounted for by the actual words we speak, lending some credence to the adage, “Actions speak louder than words.”

Poets, lyricists, judges, and English professors, however, would vehemently argue that spoken or written words reflect more than a paltry 7% contribution to communication in general. Most of us would agree. Take for example the name we use to identify ourselves as individuals. Whether given to us or self-selected, our name carries significance for us and others. It is important to us that our name be pronounced correctly at commencement and spelled correctly on our diploma. One slight deviation may create an entirely different meaning than we would prefer.

Our Professional Name

The same can be said of our professional name. Chi Sigma Iota is the full name of our honor society. We pay our respect to the honor society by referring to its full, given name (or its acronym, “CSI”), not by using a casually-selected “nickname” (e.g., “Chi Sig”) that is essentially inaccurate. In addition, CSI is an academic and professional honor society, not exclusively a “student organization.” Although (a) approximately 60% of CSI members are students, (b) local Chapters are housed within graduate counseling programs (each with a chapter faculty advisor), and (c) induction often takes place during one’s graduate education in counseling, our work is hindered, I believe, when we regard CSI as solely a student organization. For one thing, recent graduates might not maintain their membership, thinking, “I’m no longer a student, so CSI no longer applies to me.” In addition, faculty may not see the need to get involved in CSI activities, thinking, “Well, CSI is a student organization, so let the student officers make those decisions.”

The specific word or words we use to refer to who we are both personally and professionally matter. They define us – our values, our uniqueness. Counseling is a specific and clearly defined profession, not an amorphous and vague “field.” Furthermore, as persons trained in counseling and duly licensed or certified, our professional title is that of counselor, not “therapist.”

I am a proud member of CSI and am honored to be serving as CSI International’s President this year. I intend to serve well by hearing what our members value and verbalizing what I believe are CSI’s priorities. In the process, I would hope our conversations would not only articulate what matters to us as counselors and CSI members; I would also hope they would continue to shape our profession through CSI’s rich history, potential, and current opportunities.
Update from Headquarters

Continued Member and Chapter Growth

Thomas J. Sweeney
CSI Executive Director

The Executive Council’s goals for new and renewed membership in 2005-2006 were 4100 in each category. Both goals were exceeded by a good margin by April 30, 2006: New memberships \( N = 4,241 \); Renewing members \( N = 4,368 \). Life memberships increased by 20 to 737. A lot of people deserve credit for this success but Chapter Faculty Advisors especially!

While last year’s numbers were only slightly higher in new and renewed memberships, these are record numbers compared to prior years and are consistent with our growth patterns of the recent past. Before the end of May, 2006, CSI will have initiated over 50,000 members of the counseling profession. Indeed, over 12,000 remain active members in their support to chapters and the CSI mission. We also added 12 new chapters which is 4 more than the year before. In fact, I have visited several chapters in recent months and have had an opportunity to interact with faculty, administrators, students, and professional members. It caused me to ask: What might all these numbers suggest about our members and the profession?

Benefits of Membership

First, individually members appreciate being recognized for their hard work, sacrifices, and persistence to earn an advanced degree in professional counseling. CSI serves its mission in part by helping to acknowledge excellence in academic preparation. Second, members desire an affiliation with a growing body of like-minded peers whose interest in service shares the values of excellence in all that they do. Third, they gain support both in graduate school as well as in practice from an organization that advocates for the kind of preparation and services that they are uniquely qualified to provide to all persons over the life span in all settings. Fourth, CSI chapters are a source of networking, professional development, and service that professional members find nowhere else in other organizations. In addition, CSI headquarters provides administrative support to faculty, students, and professional members in a variety of ways in addition to the awards, fellowships, internships, grants, and committee work through which they can gain greater experience and mentoring.

As we reach our membership goals of 50,000 initiated and 12,000 active members, the CSI impact should be acknowledged on both the macro and micro levels of contributions. When we jointly conduct sessions at the ACA and ACES meetings, our members are notably present and with CSI encouragement, support, and participation. While sixty percent of our members are students, forty percent are not. That means approximately 5,000 professional

(continued on page 9)
This year, for the first time, the Intern and Fellowship application process was done entirely online with excellent results. The selection committee was comprised of the three last Presidents of CSI, Richard Hazler, Cynthia Osborn and Nancy Sherman. We had the difficult task of selecting Fellows and Interns from an outstanding pool of candidates. The eight Fellows and two Interns selected for 2006 are:

Interns

Anne P. Buford is seeking a combined M.S./Ed.S. degree, with a concentration in community counseling at the University of North Carolina at Greensboro. She expects to graduate in December of 2006. She is currently a Graduate Research Assistant at the Center for Youth, Family, and Community Partnerships in Greensboro and has served as secretary and fundraiser project coordinator for Upsilon Nu Chi Chapter of CSI.

Carmella Hill is pursuing a Ph.D. in Counselor Education and Supervision at Kent State University. She has served as a Teaching Fellow at Kent and is a counseling doctoral intern at Baldwin Wallace College in Berea, Ohio. Carmella is currently the president of Kappa Sigma Upsilon Chapter of CSI.

Fellows

Amy Bandfield is a doctoral student in Counselor Education and Supervision at the University of Toledo where she is a graduate assistant. She has served as treasurer and on membership and chapter development committees for the Alpha Omega Chapter of CSI.

Taylor Burrowes is a Ph.D. student in Counseling with a specialization in marriage, couples and family counseling at Barry University. She is working as a sexual abuse counselor at The Journey Institute in Miami, Fl. Taylor is currently the president of Beta Upsilon Chapter of CSI.

Melissa Jennings Carman is a doctoral student in the Ph.D. Counselor Education and Supervision program at Syracuse University. She is currently an instructor and Assistant Clinical Coordinator for the Counseling and Human Services Department. Melissa is the founding president of the Sigma Upsilon Chapter of CSI.

Geneva Gray is completing her Ph.D. in Counselor Education and Practice with a cognate in substance abuse and counselor education at Georgia State University. As a teaching assistant, Geneva has taught a variety of courses for the Department of Counseling and Psychological Services. She is currently serving as chair of the awards and nominations committee, chair of the mentoring program and president-elect for the Chi Epsilon Chapter of CSI.

Paul Harris is currently enrolled in the Ph.D. program in Counselor Education at the University of Maryland. He works as an academic advisor for the College of Journalism at the University of Maryland and is currently serving as president of the Alpha Delta Chapter of CSI.

Azra Karajic is a doctoral candidate in the Ph.D. Counselor Education and Supervision program at Pennsylvania State University where she is employed as a graduate Assistant. While pursuing her M.S. in community counseling at Youngstown State University, Azra served as historian for her chapter of CSI.

Meagan Seaman-DeJohn is a master's student at the University of North Carolina at Greensboro where she works as a research assistant. She is currently serving as president-elect and co-chair of the service committee for Upsilon Nu Chi Chapter of CSI.

Marisa White is a doctoral student in the Ph.D. Counselor Education and Supervision program at the University of Akron. Marisa works as a research assistant and an administrative assistant at the Clinic for Individual and Family Services at the University of Akron. She currently serves as president-elect and membership committee chair for the Alpha Upsilon Chapter of CSI.

Congratulations

Congratulations to this outstanding group of CSI members on the wonderful opportunity they have this year to develop professionally through the CSI Fellow and Internship program.
Frederick Douglas said, “If we are to succeed in the race of life, it must be through the expenditure of our own energy. Others may clear the road, but we must go forward or be left behind in the race.” The attitude of excellence was very notable in the sixty-plus packets submitted for review. This year’s award recipients “cleared the road” through outstanding service and deserve to recognized for their excellent achievements.

Chapter Awards

Alpha Chapter of Ohio University (Athens) received the Outstanding Newsletter Award for large chapters. The newsletter is very professional and includes articles about relevant issues in counseling, as well as articles highlighting members. Several other features give the Alpha Chapter newsletter a personal feel, in spite of its very professional look. The graphics, format, and overall appearance are excellently developed and quite user-friendly.

Beta Upsilon Chapter at Barry University (Miami Shores, Florida) developed and quite user-friendly. The graphics, format, and overall appearance are excellently developed and quite user-friendly.

The newsletters are informative, with the range of topics and columns providing considerable insight into the personal and professional lives of dedicated counseling professionals. The quality of the newsletter, both in content and appearance, is clear evidence of a dedicated group of current and future counseling professionals.

Iota Omega Upsilon at Indiana Wesleyan University (Marion) received the Individual Program Award for small chapters for their 2005 Play Therapy Seminar. Quality planning, committee involvement, and many strategies led to success in programming. Iota Omega Upsilon applied for a grant and received donations from various places. By reaching out to the community, the chapter had a large turnout, and the event was very successful.

Alpha Chapter received the Outstanding Individual Program for large chapters for their 2005 Mentoring Program which emphasized doctoral student leadership. This chapter married current research regarding the benefits of a mentorship program with the goals and objectives of the specific program and its excellent use of interest inventories better linked current students in the program with incoming students.

The Outstanding Chapter Award for small chapters was received by Beta Upsilon Chapter which has successfully promoted scholarship, service and community through projects, access to resources, and multiple chapter communications for members. The well-documented account of chapter activities includes programs, annual plans and events, meeting items, and an active newsletter showing chapter outreach around their community and around the world.

The Outstanding Chapter Award for large chapters was received by...
Awards Presented  
(continued from page 5)

her dedication to leadership and excellence in the counseling profession. She has presented regarding her volunteer efforts at two national conferences, spurring others to see today's youth in a new light.

Christopher P. Roseman of Alpha Omega Chapter (University of Toledo, Ohio) received the Outstanding Doctoral Student Award. His vita and letters of recommendation evidence an active leader and contributor to the counseling profession through multiple modes of service and scholarship.

Erin L. Berry of Rho Beta Chapter (University of Virginia, Charlottesville) received the Outstanding Service to Chapter Award. Numerous contributions to her chapter provided consistent images of excellence. Throughout her career as a student, she has been involved in leadership efforts to reach out to both student and professional members to motivate them to become involved as participants and leaders in the chapter.

Kevin P. Feisthamel of Alpha Upsilon Chapter (University of Akron, Ohio) received the Outstanding Research Award for his article, “Disproportionate Diagnosis of Mental Disorders Among African-American Versus Euro-American Clients: Implications for Counseling Theory, Research, and Practice.” This research project has implications for multicultural counseling in the areas of culturally sensitive diagnosis, advocacy, counselor bias, and multicultural counseling research.

Kara A. Kaelber of Alpha Upsilon Chapter (University of Akron, Ohio) received the Outstanding Practitioner-Award. She has taken the initiative to use various forms of counseling to provide the best treatment outcomes for her clients, including faith based counseling, pet therapy, and providing therapy in Spanish. Supporters of her nomination consistently described her as “creative” and “dynamic.”

Dr. A. Keith Mobley of Upsilon Nu Chi Chapter (University of North Carolina at Greensboro) received the Outstanding Practitioner-Supervisor Award. He is a nationally Approved Clinical Supervisor and provides ongoing review of doctoral students’ clinical work. His supervisees suggest that he encourages their autonomy while providing support with their cases, and he clearly contributes to the field through publications, presentations, and consultation.

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Thomas J. Sweeney Professional Leadership Award

Dr. Robert H. Pate, Jr., of Rho Beta Chapter (University of Virginia, Charlottesville) received CSI's highest honor, the Thomas J. Sweeney Professional Leadership Award. Dr. Pate is a passionate teacher, advocate and mentor. Dr. Pate has many publications relating to counseling in refereed journals and has addressed persons in conferences in the USA and abroad. He has published extensively on the topics of the relationship of spirituality and counseling and the use of the Internet to deliver counseling services. Throughout Chi Sigma Iota’s existence, he has consistently been involved as a leader in his CSI chapter. Dr. Pate has made important contributions to the counseling profession through his service and leadership, with a strong and distinguished career highlighted by his mentorship of future professionals.

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.

Cynthia B. Scircle
Hope A. Blanchard
Kara Kaelber
Landry Dixon
Kristen M. Hunt
Carol H. Parker
Pamela F. Stratton
Don Keller
Leatha F. Hay
L. Nancy Hokaj
Patricia Jackson
Shelly R. Tompkins
Christina A. Menichello
Elaine Rose Anderson
Kirstin M. Morgan
Gina M. Karnisovas
Andrew Scott McGowan
Wenday McCalep-Edwards
Glenda R. Elliott

Alpha Beta
Alpha Eta
Alpha Upsilon
Alpha Zeta
Beta Gamma Delta
Beta Kappa Tau
Chi Sigma Chi
Chi Upsilon
Chi Upsilon Sigma
Delta Upsilon
Epsilon Chi
Kappa Sigma Upsilon
Pi
Psi Chi Gamma
Rho Alpha Beta
Sigma Alpha
Sigma Kappa Chi
Theta
Zeta
The Three R’s
Nancy L.A. Forth & Holly Hartwig Moorhead
Chapter Development Committee Chairpersons

We suspect that most of you are familiar with the adage the “three R’s: reading, ’riting, and ’rithmetic.” Since we are all familiar with the academic setting, whether as students, school counselors, alumni, or professors, and having completed this academic year we would like to share with you three other “R’s” for your consideration: rest, reflect, and renew.

Rest
Dancer and choreographer Martha Graham once said, “The body is a sacred garment. It’s your first and last garment. It is what you enter life in and you depart life with and it should be treated with honor.” As such, we believe it is essential to nurture and rest our physical, emotional, mental, and spiritual selves. Furthermore, as counselors, we are called to be self-aware. Therefore, we have the ability to use this self-awareness to find the best means to sustain ourselves, whether it be through the arts, exercise, connecting with nature, working for social change, or any other of the countless ways you find helpful.

Reflect
At the end of the counseling process, we often ask our clients to reflect upon “what was helpful/what went well,” “what could have been better,” “what, if any, regrets do you have,” and “how can you take your new awareness and behaviors with you to improve your life?” We believe the same questions are important for us to consider as we reflect over the past year. Being able to recognize each challenge, concern, and celebration will serve us well as we enter into the final “R.”

Renew
It isn’t surprising that after rest and reflection we often feel renewed—being able not only to see clearly the path we are to take but also having the energy, motivation, and excitement to do so. As author and motivator, Ralph Marston playfully stated, “Rest when you’re weary. Refresh and renew yourself, your body, your mind, your spirit. Then get back to work.” Yes, there will continue to be challenges, but also opportunities and great achievements in the coming year!

Conclusion
As we write our final article for the Exemplar, we hope you find our version of the three “R’s” useful whether to remind or inspire other ways for you to continue the wonderfully meaningful work you do as counselors and leaders in Chi Sigma Iota. We welcome your thoughts, questions, and feedback concerning this topic. Contact us at forth.nancy@yahoo.com or hmoorhead@walsh.edu.

Research on Race
(continued from page 1)

Researchers studying race and ethnicity in counseling (i.e., clinical interviewers) in our study were Euro-American. The racial diagnostic bias hypothesis is most commonly cited by authors studying this phenomenon. If this hypothesis is correct, counselors with ethnic backgrounds that differ from those of their clients may be especially at-risk for misdiagnosing clients (perhaps due to misunderstanding culturally sanctioned behaviors as psychiatric symptoms, or by unconsciously incorporating one’s own cultural stereotypes into the clinical interview process). A second hypothesis is that the diagnoses given to African American clients are influenced by race, and that disproportionately high rates of severe mental disorders in this client population are due in part to a combined lack of access to mental health care, lack of trust in the current mental health care delivery system, and more pronounced stigma. As the U.S. Surgeon General’s Report (2003) explains, disparities in education, income, physical health, and family structure may also influence African American’s mental health, leading to higher lifetime rates of mental disorders than Euro-Americans.

Clearly more research is needed on this topic within the counseling profession. Although our research and similar studies from other professions highlight a phenomenon that counselors and counselor educators should be aware of, the complex nature of this topic warrants caution before causal conclusions are drawn. Because clinical diagnoses are an important and often necessary aspect of counselors’ professional duties, and because diagnostic decisions can have a dramatic impact on clients’ lives, we hope that future research will help to clarify this puzzling and distressing phenomenon.

References
Self-Care

“Since I have been immersed in graduate studies, my life has become increasingly like a three ring circus. It has been essential to take good care of myself, to embrace being human, and to allow the imperfections that help us to learn. Sometimes, however, I need more. I need a warm embrace from family members, a good vent with a colleague or a cool milkshake with a friend. These people frequent the circus to cheer on my act, to comfort me when the performance isn’t quite right and to celebrate when I take a final bow after a great performance.” Dawn C. Brislin, Epsilon Kappa Upsilon

“As we all know, in order to help others we need to be healthy ourselves. By incorporating different forms of stress relief from exercising and meditation, to massage and music, we can rejuvenate for our clients as well as ourselves.” Sydney Faxon, Sigma Zeta Chi

“During the course of the program, I realized a need to do special things for myself. My rationale for this was to reward myself for hard work. I would plan to do things like dine out or go to a movie.” Jeff Holcomb, Sigma Zeta Chi

“Time management has always been a key issue for me. I have had to learn how to balance time with responsibilities to CSI and myself. In order to do this, I have had to place several elements in my life on hold (i.e. hobbies).” Kenyatta Y. Dawson, Sigma Tau Sigma

“I actually transfer dates from the syllabus into my planner, and then calculate when I’ll need to begin tasks like research, writing and preparing for tests.” J.C. Shakespeare, Sigma Tau Sigma

Organization

“I always write my assignments and goals for the semester on construction paper and tape it to my refrigerator. As I complete each task for the semester, I check off each assignment. I find that it is not as overwhelming as it first appeared as I wrote each task down.” Glacia Ethridge, Alpha Delta

“Each category of my life is color coded. I have two calendars—one on the computer and one hard copy I hang in front of my desk at eye level so I can always refer to it at a quick glance. I have each item categorized by color.” Laura Yancey Jones, Upsilon Sigma Chi

“I have to organize my work tasks and household chores to ebb and flow in importance, depending on various study and work deadlines, and my need for clean clothes.” Denise Lang, Sigma Alpha

“I keep an updated email list and phone numbers of my professors for each semester, along with my supervisors and fellow classmates.” Susie Villalobos, Upsilon Tau Epsilon

Letting Go

“I had to let go of something very dear, my perfectionism. I had to stop expecting that everything would be neat, tidy, and tied up with a red bow! I had to give up on the house being perfectly clean, and the laundry being perfectly done. If I didn’t give up on that, I would most certainly have to give up on my internship, and any future career. I had to face that I can’t do anything good enough, if I was trying to do everything perfectly.” Joan French-Rodriguez, Gamma Sigma Upsilon

Full Submissions

For the full submission of each of these students’ insights, go to the CSI web page at www.csi-net.org.

Welcome New Chapters

Welcome to the following new Chi Sigma Iota Chapters

Lambda Upsilon  Langston University-Tulsa
Omega Lambda Lambda  Our Lady of the Lake University
Sigma Upsilon Tau  Virginia State University
Alpha Upsilon Iota  Argosy University-Illinois
Upsilon Nu Iota  University of Northern Iowa
Student Ideas and Experiences Needed for Publication!

*Editors Liz Mellin and Richard Hazler*

We are looking for CSI student member ideas to be published in the summer and fall editions of the *Exemplar* around the “Student Insights” question listed below. The new questions are:

**Submission deadline July 15**

**Professional counselors are looked to as leaders. What has had an important impact on how you view yourself as a leader?**

**Submission deadline November 15**

**What motivation leads you to become a professional counselor?**

Submissions of no more than 400 words should be made to Richard Hazler and Elizabeth Mellin by email <hazler@psu.edu> or mail to 331 CEDAR Building, Penn State University, University Park, PA 16823.

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**Chapter Growth**

*(continued from page 3)*

members renew their membership each year or have life memberships. These professional members alone would make a larger division of ACA than all but one its present divisions.

As such, CSI is not a “student” organization as with most undergraduate honor societies. Our student members hold at least bachelors degrees and often other professional responsibilities as teachers or agency workers who are pursuing an advanced degree. So CSI is an honor society of professionals with some of whom are in school. In fact, several of our strongest chapters have significant professional member involvement years after their graduations.

At the organizational level, CSI provides a mechanism for implementing the values, dreams, and aspirations of its members. We have no other purpose than to promote excellence in preparation and practice. We do this through our campus based chapters in collaboration with the other “stakeholders” in professional counseling at regional and national conferences and in support of others’ initiatives in professional development, standards, credentialing, and accreditation. We are structurally building an organizational network to bring more support to the local chapters and to encourage even greater collaboration with our sister organizations in professional counseling at the regional, state and local levels. In short, CSI is well on its way to becoming a complete organization for neophytes and professionals alike.

**Awards and Grants**

All who attended our CSI Awards Ceremony in Montreal had to be pleased and impressed with the excellence in work recognized for both individuals and chapters. Since implementing the large and small chapter categories there has been a noticeable increase in the number of nominations for each category. This is encouraging. Still I would like to hear that more chapters are conducting an awards program at the chapter level, too. This is happening but I believe that there are many more members and their efforts on behalf of the chapter that deserve recognized than we currently see. To be recognized by your chapter as the outstanding entry level or doctoral level student is really special. The CSI awards are nice, too, but they should be in addition to the chapter awards program. How to do a chapter awards program is available on the web (csi-net.org).

I also wish to call attention to the CSI grants awarded mentioned in other places in the *Exemplar* and web. We now have two sources of research support for grants up to $750. In addition, we continue to support advocacy efforts by chapters and feature them at the CSI Day activities each year. Help advance the knowledge and practice of professional counseling through research and advocacy. CSI will gladly help you!
Most Chi Sigma Iota faculty advisors and chapter officers are aware of both the extensive benefits and ongoing effort needed to maintain an effective student organization. Some counseling departments have even attempted to devote resources to more than one simultaneous organization for the benefit of students and their profession. Other counseling departments, whether due to perceived student-related needs or faculty interest, may be considering the creation of a second student organization. This article briefly discusses the pros and cons of simultaneously maintaining more than one counseling-related student organization.

Alpha Upsilon Chapter
The University of Akron’s (UA) counseling department currently houses three different student organizations – Chi Sigma Iota’s Alpha Upsilon Chapter, the Society for the Advancement of Marriage and Family Counseling/Therapy, and a Counseling Psychology Graduate Student Organization. Although rare for one department, three student organizations were deemed necessary by various faculty because the department has three separate training specialties overseen by three distinct accreditation bodies (CACREP, AAMFT, and APA, respectively). There is evidence related to the benefits of having specialty organizations linked to students’ professional goals/identity. For example, more niche-related social events occur, more leadership opportunities exist in which students can engage, the department may gain more name recognition through more than one professional avenue, and students/faculty in each organization can feel a degree of professional ‘ownership’ associated with the group(s) they join. On the other hand, having three student organizations does pose distinct challenges. In general, the more student organizations a department houses, the more likely intra-departmental competition will develop – for example, competition for limited resources (i.e., paper supplies, storage space, funding), leadership, and membership. In addition, the amount of student/faculty effort needed is cumulative. At UA, although students in one organization may become curious and envious about what another organization ‘has’ (e.g., social events, workshops, etc.), tension rarely materializes. The main limitation found has been that different organizations with different missions increase the chance of professional identity confusion among students, particularly when one student joins more than one organization.

Upsilon Nu Chi
The University of North Carolina at Greensboro’s (UNC Greensboro) counseling department has housed both Chi Sigma Iota’s (CSI) Upsilon Nu Chi Chapter and a Counselor Education Student Association (CESA) for the past 20 years. The goal was for each organization to be distinct in its mission and functions – CSI would focus on promoting academic and scholarly excellence, whereas CESA would focus on social events, student mentoring, and other student-centered activities. However, it proved difficult to maintain distinct boundaries between these two organizations, and organizational affiliation was a frequent topic of discussion. Overlapping goals/functions led to joint committees, which required considerable coordination and caused confusion among members. Competition for resources was also a concern, especially regarding persons available for leadership positions. This contributed to increased leadership discontinuity and burnout. After several months of discussions among the organizations’ leadership, the groups recently voted to merge. The advantages of consolidating the two organizations seemed to far outweigh the benefits of simultaneously maintaining them both. While careful to ensure that no functions of either organization were “lost” and that members were not disenfranchised by the merger, the current leaders are confident that the consolidation will result in more cohesive leadership, clearer communication among leadership and membership, stronger organizational identity, and simplification of many ongoing activities. It is also hoped that a single organization will promote greater retention and involvement of alumni members.

Both Benefits and Challenges
In general, based on our own experiences and from reports of other counseling departments surveyed, we believe that developing more than one simultaneous student organization should be considered with caution. We certainly acknowledge that many benefits may result from maintaining two or more distinct organizations, especially if the roles and functions of these organizations are clearly distinct. However, there are also definite long-term challenges associated with this strategy. For example, we have found a general consensus that maintaining two student organizations will be taxing to a department’s resources and may diffuse students’ organizational commitment, academic energy, and possibly professional identity over the long-run. Therefore, based on our albeit limited qualitative investigation into this topic, we encourage departments considering this avenue to carefully plan a long-term strategy for how to manage these hurdles.
A common issue faced by counselors is the difficulty of motivating clients who are resistant to the counseling process. Such clients are often mandated to attend counseling by an outside authority and may evidence lack of investment in the process by limiting disclosure, talking about tangential issues, denying problems, and many more impediments to change. When faced with such a situation, there are tried-and-true methods of engaging the client creatively in the interaction.

Motivational Interviewing

Originally utilized in the treatment of alcoholics, MI is experiencing widespread popularity due to research evidence that it is effective, fast working, and useful with a wide variety of client issues, including anger (Moyers, Miller, and Hendrickson, 2005). Counselors utilizing the MI style avoiding arguing with clients, “roll with resistance,” and express empathy for the client's situation. Even as they highlight the discrepancies between the client's stated values and current behavior, MI counselors support the client's self-efficacy.

I + C = R

The importance of change (I) and the client's confidence in his or her ability to change (C) predicts the individual's readiness for change (R). Each of these factors is thought to greatly affect the client's ownership of the counseling process. By asking a series of questions, the counselor can assess client readiness for change and provide helpful intervention.

After goal-setting, the client is asked to rate (1 = very low, 5 = neutral, 10 = very high) the importance of fixing the problem. Next, the counselor asks the individual to rate the importance of resolving the problem.

Asking for this explanation intentionally elicits the positives rather than the negatives of resolving the client's dilemma—or a description of client strengths that may be harnessed to attain the goal. Through the process of explaining these details to the counselor, the client begins to be convinced of the need for change and to identify resources to draw on in the struggle.

Rolling with Resistance

According to the MI philosophy, the key to creating and maintaining an effective working relationship is treating the client with respect, maintaining a nonjudgmental attitude, and providing empathy. However, MI offers several strategies for dealing with client resistance. These skills, extensions of those that make up counselor responses, are precise and targeted to the resistance offered. They include specific types of reflections, focusing, reframing, agreement with a twist, and siding with the negative. The ultimate goal is to agree with the client, while also bolstering his or her perception of the need for change.

Adopting the Mien of Columbo

Counselors may find it useful to express puzzlement or confusion, rather like the famed detective Columbo, when exploring discrepancies between the client's stated ideal and reality. In the TV series, Peter Falk often presented himself as mystified by clues that don't make sense. Interviewees were asked to explain what happened, and when Columbo reflected on responses and asked for follow up on inconsistencies, the interviewees solved the mystery themselves.

This process is similar to the Socratic questioning a counselor might utilize. In essence, the counselor asks the client to piece the “evidence” of the story together, acknowledge the inherent inconsistencies, and explain how the issue might be resolved. Thus, the client, the expert in his or her life, posits the solutions. The clinician simply offers strategic reflection and logic as a rather passive witness.

Conclusion: MI as Philosophy, Not a Bag of Tricks

Because MI is an interpersonal style rather than a technique or set of techniques (Rollnick & Miller, 1995), it is important to investigate its underlying philosophy before adding the methods to one's repertoire.

Additional information on Motivational Interviewing can be found in online journals, but several very helpful and thorough websites are available to the public. In depth information on the MI philosophy and its use with clients can be found at www.motivationalinterview.com.

References


Chapter Happenings

CSI Service Initiatives

Kelly Kozlowski
CSI Associate Editor

Alpha Upsilon Sigma

At Argosy University/Sarasota, members are encouraged to become chairpersons through email advertisements and newsletter postings. Each of the four chairperson positions (awards, newsletter, membership, and yahoo group exam preparation monitor) was created for the purpose of providing communication, support, recognition, and encouragement to members. The chapter has found that creating chairperson positions that fit the needs of the campus has been an important component to the chapter’s success. Members appreciate the effort to meet their specific needs. For example, the yahoo group for comprehensive exam has helped members to get questions answered and to feel more prepared for the “ultimate” exam in our doctoral program. Kim Ratliff, president

Beta Upsilon

At Barry University, the Beta Upsilon chapter utilizes committee chairs for the purposes of fundraising, award nomination processes, elections, social events, newsletter production, workshops, advocacy projects, and service activities. They welcome any member to enhance their involvement by accepting these leadership opportunities during general meetings and round-table discussions and through the listserv and in-class announcements. To encourage member participation in this capacity, they offer guidance and support. This allows the chapter to sustain continuity and maintain communication and collaboration between all divisions of the community, both on-campus and beyond. Lisa Bailey, president-elect and M. Taylor Burrowes, president

Eta Tau

At Youngstown State University, the advocacy chair organizes events/speakers to educate the public about who counselors are and why a person might seek out counseling. The chair submits an article advocating for specific populations in each edition of the chapter newsletter. To recruit chairs, announcements are posted on the listserv and around the counseling department. Also, several small informal social gatherings are held where members can learn open positions within the chapter. Jessica Eaton – president

Upsilon Sigma Alpha

At the University of South Alabama/Mobile, the conference chair is a pivotal position which helps to organize and develop an annual professional development workshop for professional counselors, counselor educators and counselors-in-training. The conference chair gathers with chapter officers and advisors and helps to select topics of interest, speakers, and a viable date and location. The chair’s duties include meal planning, publicity, registration, and the recruitment and management of committee members. Vaughn S. Miliner, faculty advisor

Upsilon Sigma Chi

At the University of South Carolina, Upsilon Sigma Chi officers serve as committee chairs. Committee members are recruited during chapter meetings. The recognition committee is in charge of awards, initiation, and the inauguration of officers. The membership committee oversees socials, fundraising, and hosting

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Faculty Advisor Highlight

Nicole R. Hill: Promoting Stewardship of the Profession

Holly Hartwig Moorhead

Dr. Nicole R. Hill notes that membership in Chi Sigma Iota "provides counselors with a vehicle for celebrating our excellence, promoting our professional esteem, and centralizing our voice." Dr. Hill has taken advantage of this resource by serving as the Faculty Advisor to the Phi Omicron Chi Chapter at Idaho State University and intentionally working to pass along this mission to students.

Professional Leadership

Dr. Hill was awarded a M.Ed. in Community Mental Health and Rehabilitation Counseling and a PhD in Counselor Education from Ohio University. She holds professional counselor licensure in Ohio and Idaho and has a clinical background in mental health counseling, focusing on children and adolescents. Dr. Hill's scholarly and research interests include play therapy, mental health counseling, working with children and adolescents, multicultural counseling competencies, professional development of faculty and graduate students, and outcome research. She also is involved in various professional leadership roles. Nationally, as the Association for Counselor Education and Supervision (ACES) Representative to CSI, she promotes advocacy efforts related to counselor preparation at national conferences and maintains collaboration between CSI and ACES in programmatic and training matters. Dr. Hill also serves on the editorial board for Counselor Education and Supervision, and is the co-founder and co-chair of the ACES New Faculty Interest Network, designed to provide support, mentoring, networking, and other connections to new and future counselor educators. Dr. Hill works with the ACA Human Rights Committee as well, and serves as an accreditation site team member for CACREP. Additionally, Dr. Hill just completed a term as President of the Idaho Counseling Association, during which she focused upon promoting professional advocacy within Idaho and collaborating with other leaders in the counseling field.

Leadership Within Chi Sigma Iota

Dr. Hill has served as the Faculty Advisor at Idaho State University for the last three and a half years, but her involvement within CSI began in the Alpha Chapter at Ohio University. Dr. Hill notes that the Alpha chapter's legacy of maintaining a high level of involvement and commitment from students and faculty members and the "commitment to celebrating excellence and advocating for our profession" were instrumental factors in her membership and involvement as a student. Throughout her master's and doctoral studies, she took on various leadership roles including Vice President, during which a student mentoring system and specific programming were developed that have been carried on to the present time. Additionally, she enjoyed serving on various committee roles and creating programming related to the needs and interests of chapter members.

Currently, as a Faculty Advisor, Dr. Hill observes that Chi Sigma Iota "provides a wealth of resources that support the functioning of counselors and the philosophical commitments of counselors [and] a community component in which shared experience, collaboration, and learning are hallmarks." These unique elements of CSI membership and involvement keep her serving within the Society "because it provides...a unique opportunity to advocate for honoring excellence within our training program and for developing a commitment within students to their role as professional stewards." Dr. Hill strives to communicate to her students the responsibility of counselors to be "stewards of the profession" and to empower students to actively engage in the development of the profession. Dr. Hill states that her own growth as a leader is further enhanced as she is able to "witness the growth and development of emerging leaders in our field." With these personal and professional benefits of leadership, also come challenges such as "maintaining a high level of enthusiasm and commitment among students [and] expanding our vision and planning to accommodate and embrace the professional counselors in our communities." Dr. Hill has met these challenges however, by encouraging her chapter to strategically develop programming for both members and potential members and to reach out within the community.

Since taking on the role of Faculty Advisor to Phi Omicron Chi, Dr. Hill has been a part of the chapter's renewed "growth and rejuvenation" and has worked to prioritize advocacy in quality and meaningful programming that the chapter designs for its members. For Dr. Hill, professional counselors have an important responsibility to advocate in three ways: (1) client advocacy; (2) professional advocacy; and (3) advocacy focused on social justice issues. Dr. Hill notes that advocacy "is a funda- (continued on page 14)
CSI Service Initiatives
(continued from page 12)
interview luncheons for upcoming students and new student orientation. The community service committee is committed to organizing various service projects. The communications committee is responsible for the website, listserve, calendar of events for the year, newsletter, and bulletin boards. Finally, the advocacy committee attempts to increase members' awareness on issues relevant to our profession. This includes coming up with ideas for meetings and coordinating professionals in the community to speak at meetings. Danielle McCormack, treasurer

Next “Chapter Happenings”
The next edition of “Chapter Happenings” will focus on the question, “What does your chapter do that you believe is a key to continued success?” Submit your responses of 150 words or less to Kelly Kozlowski at iamkellyanne@yahoo.com.

Faculty Advisor Highlight
(continued from page 13)
mental vehicle for evoking change that reflects the systemic, humanistic, and holistic facets of counseling [and] CSI is an important advocate for us because the organization couples mission and ideas with action and change.” Correspondingly, last year, the chapter sponsored a public lecture by Dr. Don C. Locke, “Multiculturalism 2004,” which included a series of informal and formal discussions related to multiculturalism and the responsibility of counselors to be involved with advocacy. This year, the chapter has developed philanthropic programming to benefit the larger Idaho community and has focused upon chapter leadership development. Chapter members have collected supplies for local school districts and assisted in building a playground for a local counseling agency that specializes in working with sexually abused children. The chapter also has established a scholarship to fund student members’ attendance at counseling conferences. In all of the chapter events, Dr. Hill strives to impart the significance of how Chi Sigma Iota has historically promoted the counseling profession and she encourages her chapter leaders to continue this legacy.

The Personal Side
Aside from teaching, supervision, clinical work, and professional leadership, Dr. Hill makes time to develop her personal life as well. She enjoys hiking, traveling, and reading. Dr. Hill provides a meaningful example of commitment to the counseling profession and to the training of future members of the profession. Chi Sigma Iota recognizes the significant impact of Dr. Hill and all of the CSI Faculty Advisors and thanks everyone who serves. Your efforts make a difference!

Much Appreciation for Associate Editor
June Williams

When June Williams took over editorship of the “Chapter Happenings” column eight years ago, she was the fifth associate editor to assume that responsibility in five years. She took on the job of building the column into a feature which highlights the accomplishments and activities of our CSI chapters. When she began with the column, it was difficult to get chapters to submit material. Now, she often has more material submitted than there is room for in the Exemplar and she posts additional submissions on the web.

The success of the “Chapter Happenings” column is directly related to the work and commitment June has provided. Because June has been elected President-elect of CSI, she is resigning from Associate Editor position. Undoubtedly, her years of knowledge of the many chapter activities will help her be a successful president.

Thank you, June, for an outstanding job and for your commitment to CSI.

Thanks to Holly Hartwig Moorhead

For the past three years, Holly Hartwig Moorhead has done an exceptional job writing the “Faculty Advisor Highlight” for the Exemplar. To do this feature, she has contacted and interviewed faculty advisors and has skillfully captured their goals and experiences in interesting ways.

Because Holly has been elected as Secretary for Chi Sigma Iota, she is resigning from her position as editor of this feature. We certainly appreciate her commitment and excellent writing skills. Thanks, Holly, for your contributions to the Exemplar and CSI.
The “Counselor Advocacy Tips” column is written to encourage members to share practical examples of counselor advocacy. The question “What have you done to advocate for the counseling profession?” guides this column. Please submit your “Counselor Advocacy Tips” (100 words or less) by September 15, 2006 to Scott Gillig by email sgillig@mail.barry.edu or mail to Scott Gillig, Barry University, 11300 NE Second Ave., Miami Shores, FL 33161-6695.

Eight chapters presented at the CSI Advocacy Poster Session at the American Counseling Association Conference on April 1, 2006 in Montreal Canada. Advocacy tips from four of these chapters will be included in this issue of the Exemplar. Other chapter submissions will be included in future editions.

President Laura Kahanek and representative Michele Riggs of the Sigma Tau Sigma Chapter indicated that their chapter studied advocacy for at-risk youth by utilizing miniature horses in a therapeutic process. The study provided evidence that the horses are able to communicate the internal state of at-risk youth. The study found nine horse behaviors that significantly mirrored the internal emotions of the participants.

Iota Omega Upsilon president K. Elizabeth McDonald and other chapter members showed how their chapter hosted an advocacy workshop on “Principles and Procedures of Play Therapy.” The workshop advocated for children’s mental health through education and training of counselors, teachers, and lay persons. The chapter networked with several other organizations including the Indiana Wesleyan Student Government, the Indiana Play Therapy Association, Jurassic Sand, Wal-Mart, McDonald’s, and Burger King. CEUs were available through both the NBCC and the American Play Therapy Association. The chapter was able to earn a net profit of $3500.00.

Members Marisa White, Suzanne Gibson Semivan, and faculty advisor Dr. Robert Schwartz of the Alpha Upsilon Chapter reported that the chapter addressed three tiers in their advocacy project: research, creativity, and action. First, the chapter conducted a study to increase advocacy knowledge. Second, they created an ‘Advocacy Packet’ that contained a PowerPoint presentation, brochure, reference list, literature review, and a list of the ACEs Advocacy Interest Network activities on CD to be distributed at a roundtable, CSI meetings, CSI induction ceremony, and at the CSI day in Montreal. Finally, they hosted a roundtable event that educated attendees about advocating and shared the results of their research.

Dawn Brislin, Epsilon Kappa Upsilon Chapter president, and Dr. Neal Gray, faculty advisor, reported that the chapter is collaborating with the Kentucky Counseling Association (KCA) to promote scholarship. This collaborative model includes support of CSI student travel, lodging, and registration, priority consideration of proposals for CSI presentations, and a complimentary booth for CSI state chapters. Additionally the organizations are working together to promote research and publish findings, to promote leadership development, advocacy, and recognition of leaders in the “Kudos” column of the KCA News.
JobLinks Bits
Preparation for a Job Search
Jonathan Orr
CSI JobLinks Coordinator

- Decide on the lifestyle you want and use that as a basis for the job search.
- List priorities for future employment (personal goals, professional goals, etc.).
- Discuss plans for the job search with major stakeholders in your life (family, friends, mentors, etc.).
- Make your career goals clear to those who could help.
- Ask for advice from mentors, instructors, colleagues, and peers.
- Network at every opportunity and maintain professional connections.

- Develop an organized system for submitting and tracking applications.
- Check “JobLinks” in the Members Only section of the CSI webpage (www.csi-net.org) for more ideas.

Web Tip
JobTarget
Log in to csi-net.org and check out the resources on Job Target, CSI’s Job Links page! Let us know if these are helpful in your job search. What other resources or tips would be useful? Write us at webadministrator@csi-net.org

Moving and Need to Change Your Address?
Renewing Your Membership?
You can do both at www.csi-net.org

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Chi Sigma Iota

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