LEADERSHIP

A Novel Idea
Associate Editor Insights

Call it happenstance, but this Exemplar issue came together around a theme of leadership. I am admittedly biased in seeing this as a positive because I think we need to talk more about what it means to lead effectively as professional counselors. In this issue, our Editor, Dr. Donna Gibson, reflects on receiving the Thomas J. Sweeney Professional Leadership Award, as well as lessons learned in developing her leadership skills. Dr. Julie Cerrito shares her experience as a Herr Fellow in leading counselors back to the importance of career counseling.

Southerners like me always enjoy a good reunion or gathering of friends. In CSI, statewide or regional chapters meetings are a wonderful way to gather and connect, share ideas, advocate with a collective voice, and work together on initiatives in the community. In this issue, LFI Intern Editor Dr. Isabel Farrell writes about one of the longest running CSI statewide meetings in Pennsylvania to share their secrets to success. She also highlights CSI's Statewide/Regional Networking Grants program that supports such efforts.

It is that time of year to vote for CSI Executive Council leaders. This issue contains introductions to and biographies for candidates running for CSI President-Elect and Treasurer. You can also read up on CSI’s voting procedures in this issue. I encourage all chapters to be active in the voting process and to include all members’ voices in the chapter’s vote. If you are reading this and are unsure of your chapter’s voting process, I encourage you to contact the chapter leadership and learn more!

The CSI Exemplar is distributed three times a year to all CSI members and is a main communication service informing members of current events within the Society and within the counseling profession. Its content represents enthusiasm for academic and professional excellence in counseling.

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Headquarters Update
by Holly J. Hartwig Moorhead, CSI Chief Executive Officer

Chi Sigma Iota... We are not just a line on your vita!

Dr. Holly Hartwig Moorhead
CSI Chief Executive Officer

Fall is an exciting and busy! time of year within Chi Sigma Iota. New Chapter Faculty Advisors are coming on board to oversee and encourage the work of their chapters. New chapter leaders are becoming oriented to their leadership roles within their chapters. New members are invited to become part of CSI through membership in their local chapter. CSI’s leadership – its Executive Council, Committee and Task Force Chairs, Review Panel Chair, and Editors – are moving forward initiatives for the Society in the 2018-19 year. Perhaps most importantly, CSI members are investing in the meaningful work of the Society to encourage and recognize excellence in the counseling profession. As I have the privilege of talking to many of the counselors involved in these processes, I hear over and again a familiar reason why CSI members join, remain part of, and serve within CSI, which is a refrain CSI members have embraced over the Society’s 35+ year history: “Chi Sigma Iota is more than just a line on your vita!”

More than just a line on your vita financially

Simply by remaining an active member, CSI members are part of making a substantial, financial contribution to counselor education. CSI chapters that meet criteria have the opportunity to earn a chapter rebate, $10 for every active member. Over its 35+ year history, CSI has proudly issued more than $1,500,000 to its chapters to support counselor education - almost $98,000 in chapter rebates just this past year. The requirements to earn a chapter rebate are on CSI’s website and are included in the CSI E-News throughout the year.

CSI also offers several opportunities for members and chapters to receive research and grant funding:

Excellence in Counseling Research Grants
CSI’s Excellence in Counseling Research Grants provide funds for members who are conducting research in these areas: Professional Advocacy Research, Leadership Research, Wellness Counseling Research, and Developmental Counseling Research. Applications are due online by November 15, 2018 at 5:00 PM EST.

Chapter Development Grants
CSI’s Chapter Development Grants give both small and large chapters opportunities to receive $50-$250 seed money to develop projects that promote and recognize excellence in leadership, professional identity, advocacy, scholarship, and enhanced member involvement through active counselor community engagement. Applications are due online by October 15, 2018 at 5:00 PM EST.

Statewide/Regional Networking Grants
CSI’s Statewide/Regional Networking Grants are designed to give CSI chapters $100-$400 to develop networking opportunities among CSI chapters. Applications are due online by October 15, 2018 at 5:00 PM EST.

New this year!
CSI’s Executive Council has approved a terrific opportunity for chapters to earn a $500 credit to the CSI Store just by participating in CSI International’s fall elections. Chapters that vote in the election will be entered into a random drawing of all participating chapters. Two chapters will receive a $500 CSI Store credit to support their chapter in purchasing chapter supplies and graduation regalia for members. Voting is by chapter. After reviewing votes from the active members of their chapter, Chapter Faculty Advisors (CFAs) will use the 2018 CSI Elections Ballot to submit one vote for each candidate selected by their respective chapters. The deadline for CFAs to submit votes is December 1, 2018 at 5:00 PM EST.

More than just a line on your vita in service to the counseling profession
CSI leaders share a commitment to servant leadership, and their efforts have made and continue to make a significant impact within our profession and the communities we serve. During the 2017-18 year alone, CSI chapters reported that their members dedicated more than 16,000 hours of service within their communities!
We appreciate the many members who volunteer hundreds of hours of service in furthering CSI’s mission. Working with Dr. Stephen Kennedy, Chief Operating Officer, CSI’s volunteers are making a host of resources available to members. Be sure to check out the following:

- The CSI **Counselors’ Bookshelf** editorial staff have added 10 newly approved reviews to the Bookshelf that now includes more than 200 reviews of books, movies, TV shows, and music that professional counselors have found useful in their work with clients.

  The Professional Books Section features Derron Hilts and Walter Benedict’s review of *Motivational Interviewing for School Counselors* as well as Lauren Chase’s review of *The Handbook of Person-Centred Psychotherapy and Counselling*.

  In the “Books That Help Me Become a Better Counselor” Section, you can find Jillian Blueford’s review of *Counseling Strategies for Loss and Grief*, Mary Chase Mize’s review of *The Center Cannot Hold: My Journey Through Madness*, Christine Hayes’s review of *In Harm’s Way*, and Matt Nice’s review of *Into the Wild*.

  You can visit the Bibliotherapy Section to read Chris McNaught’s new reviews of *The Big Box* and *Norma No Friends*.

  Active CSI members have free access to the Counselors’ Bookshelf, and members who are interested in publishing can review the **author guidelines** for more information.

- The Professional Member Committee has developed a new **membership brochure** that chapters and members alike may use to highlight the benefits of CSI membership alongside the **Best Practices Guide for Connecting With CSI Professional Members and Engaging Counselors in CSI Chapters**.

- The Chapter Development Committee offers chapter training materials to help orient new chapter leaders, including the updated **CSI Leadership Manual**.

- The Leadership and Professional Advocacy Committee will be publishing new **Advocacy Heroes and Heroines Interviews** in the coming months to add to the 39 existing interviews currently available on the CSI website.

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**More than just a line on your vita in engaging with professional development**

CSI provides numerous professional development opportunities for professional members, chapter leaders, and CFAs. CSI kicks off a new season of **webinars** this fall that members may attend live or view at a later time for NBCC-approved continuing education credit. Some of the webinars coming up include:

- **Counselors in Court: Building Competency, Credibility and Confidence**
  *Dr. Ann M. Ordway:* Wednesday, October 3, 2018, 2:00-3:00 PM EDT

- **Grieving in the Age of Social Media**
  *Dr. June M. Williams:* Wednesday, October 17, 2018, 2:00-3:00 PM EDT

- **Mattering in Times of Moral Distress: An Ethical Mandate**
  *Dr. Barbara Herlihy:* Wednesday, October 24, 2018, 2:00-3:00 PM EDT

- **Licensure and Counseling: Understanding the Purpose of Licensure and the Role of Licensure Boards for LPCs from State to State**
  *Drs. Angela McDonald & Stephanie Robinson:* Thursday, November 15, 2018, 2:00-3:00 PM EDT

- **Beyond a Basic Assessment and Referral: Thoughts on Suicide Intervention**
  *Dr. Nikki Elston:* Thursday, November 29, 2018, 2:00-3:00 PM EDT

**More than just a line on your vita in promoting professional identity**

Since CSI was established in 1985, counselors have joined the Society and connected with other members as an expression of their pride in and commitment to their professional counselor identity. Thank you for being part of the 125,000+ initiated members of CSI who share a commitment to servant leadership and being part of CSI as more than a line on a vita! Follow us on CSI’s social media sites (Facebook, Instagram, and Twitter) as we work together to promote excellence this fall, and be in touch anytime (info@csi-net.org).

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**Interested in being an Editorial Review Board member or serving on a committee or review panel? Simply submit a Volunteer Interest Form to apply.**
CALL FOR AWARD NOMINATIONS
Kristen N. Dickens, CSI Awards Committee Chair
Gamma Sigma Chapter, Georgia Southern University

It is time to nominate deserving CSI members, programs, and chapters for awards! The Awards Committee encourages you to submit your recommendations so that we may recognize those who exemplify the mission of CSI. Individual, program, and chapter awards will be presented during CSI’s events at the 2019 American Counseling Association Conference & Expo in New Orleans.

The CSI Awards webpage provides information about the awards nomination process as well as eligibility criteria for each of the awards. We are pleased to share that Chapter Training Modules are available to help you prepare a successful awards nomination packet and organize your own chapter awards process. You can also visit CSI’s Recorded Webinars webpage to watch a Chapter Leaders Training entitled, “Developing a Chapter Awards Program.”

Awards categories include:

- Outstanding Chapter
- Outstanding Chapter Newsletter
- Outstanding Doctoral Student
- Outstanding Research
- Outstanding Service to the Chapter
- The Thomas J. Sweeney Professional Leadership Award ($1000 stipend)
- The Jane E. Myers Lifetime Mentor Award ($1000 stipend)

A chapter can submit one nomination per award by completing the corresponding online submission form and uploading all nomination materials as a .pdf formatted document no later than December 1, 2018 at 5:00 PM EDT. Chapters are also encouraged to submit nominations for CSI’s Leadership Fellowships and Internships.

CSI’s yearly Internships and Fellowships include:

- Two Leadership Internships
- Eight Leadership Fellowships
- The Edwin L. Herr Fellowship for Excellence in Counseling Leadership & Scholarship ($1000 stipend)

Awards nomination forms must include a short endorsement letter from the Chapter Faculty Advisor. Please verify that nominees are active CSI members. Further information about the awards nomination and selection processes is available at the CSI website, or you may contact Dr. Kristen Dickens, CSI Awards Committee Chair, at awards.committee@csi-net.org. If you are interested in serving on the 2018-19 Awards Review Panel that considers nominations, please contact Dr. Dickens (awards.committee@csi-net.org) and Dr. Stephen Kennedy, CSI’s Chief Operating Officer (stephen.kennedy@csi-net.org).

Advancing Career Counseling in Counselor Education
by Julie Cerrito, Chi Delta Rho
University of Scranton

As the 2017-18 recipient of the Edwin L. Herr Fellowship for Excellence in Counseling Leadership and Scholarship, my initial task was to develop a project that would attempt to capture the incredible legacy of Dr. Herr. His varied roles including counselor, educator, leader, and advocate describe the consummate professional that he was. His work has had a profound impact not only on career development and international counseling, but also on the personal and professional lives that he touched along the way, including mine.

I had the distinct honor of meeting Dr. Herr when he came to speak to my career counseling doctoral class at The Pennsylvania State University a few years ago. Receiving the fellowship that was created in Dr. Herr’s honor was especially meaningful for me. As I pondered the goals of my project, I wanted to develop something that would highlight the magnificent and far-reaching work that Dr. Herr accomplished during his lifetime. I also wanted to be able to provide a bridge or continuation of his vital work in career development. Specifically, my goal was to help counselors understand the importance of his vast accomplishments and further consider how they might expand upon the work that was so important to him. As the Herr fellow, I worked alongside Dr. Melissa Luke as my mentor to develop a project that would be meaningful and pertinent today and in the future. I also wanted to propose a project that would ensure that Dr. Herr’s contributions to the field would continue to inspire new scholarly endeavors.

My fellowship began by researching the several noteworthy positions that Dr. Herr held, and I discovered that both he and I had two shared passions: career development and counselor education. Focusing on Dr. Herr’s work as a counselor educator seemed fitting, as that is the capacity in which I knew him, and that was the prominent position he held for the greatest duration of his career. Given that I am also currently working as a counselor educator and tasked with teaching career development courses to graduate students, a project focused on how might be able to teach this subject matter more effectively, inclusively, and innovatively seemed appropriate. I also wanted to weave in how Dr. Herr’s legacy can serve as a source of inspiration for other counselors and counselor educators, in similar ways that I was inspired.

I completed a thorough literature review of strategies for teaching career development to graduate level counseling students and, to my surprise, there was very little published research on the topic.

Dr. Julie Cerrito
2017-18 Herr Fellow
Having taught the career development course at my institution for the past several years, I considered some of my early struggles in teaching, such as making meaningful and relevant connections to students’ specialty areas of counseling. Therefore, I decided to write a manuscript providing some considerations for teaching and learning career counseling curriculum in novel, perhaps unexplored, ways.

Although the importance of addressing career development in personal counseling is an integral part of counselor preparation programs, there appears to be a disconnection in how to effectively prepare counselor educators, or instructors, to teach such courses. Career development may be regarded by many counselor educators as less satisfying to teach in comparison to other core counseling courses. It is for these reasons that counselor educators must be mindful regarding how they approach their teaching tasks for career development courses.

“\textbf{It is our role, as counselor educators, to foster enthusiasm and creativity in teaching career counseling, just as we would any other core counseling course.}”

It is our role, as counselor educators, to foster enthusiasm and creativity in teaching career counseling, just as we would any other core counseling course. This is especially true if we are to expect students to share our same zeal about the subject matter. This information is critical for counselor educators and instructors to consider as they begin and continue their preparations in teaching career counseling courses.

The manuscript presents teaching strategies for several key learning objectives. For example, learning about the various career theorists is an inherent part of nearly every career development course, but finding mechanisms to teach theory both enthusiastically and effectively remains challenging. Students need to be able to recall career theoretical information for licensing and certifying exams and integrate this knowledge into their future counseling practices. Other examples include how to teach students to be effective consumers of utilizing the plethora of web-based learning tools that are currently available to access career information and resources. Students do not necessarily have to become experts in career development as a result of a single course, but they do need to know how to help clients access the necessary tools for effective college and career readiness, preparation, and success.

One of the main focus areas of the manuscript is how to integrate community-based learning into a career development course. I personally have found success in providing projects and assignments allowing students to engage in experiential learning with career professionals in settings such as schools, university career centers, and other community organizations. By doing so, students begin to develop an understanding of how career issues frequently intersect with personal issues, and as a result, a deeper appreciation for the field of career development.

Overall, the manuscript critically reviews the literature on teaching career development, identifies gaps in research, proposes pedagogical strategies, provides linkages to Dr. Herr’s legacy, and illuminates implications for teaching, research, leadership, and advocacy. Students, as diverse learners, and as future leaders and advocates for the profession of counseling are also examined. Recommendations for advancing the teaching and learning of career development in graduate counselor preparation programs are highlighted.

I am incredibly humbled to be afforded such a wonderful opportunity by Chi Sigma Iota to remember Dr. Herr’s legacy and to provide a mechanism by which we can continue to move the profession of counseling forward through dedicated leadership and advocacy.

**JCLA Call for Manuscripts**

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

JCLA is published twice a year with a circulation in excess of 15,000. The editorial board accepts research and practice manuscripts on a rolling basis. To learn more about the journal aims and scopes and author guidelines, please visit www.tandfonline.com/ucla.

Our manuscript submission portal is located at http://mc.manuscriptcentral.com/ucla.

You may also address inquiries to jcla@csi-net.org.
Statewide/Regional Networking Grants: One State with One Goal

By Isabel C. Farrell, Leadership Intern Editor
As counseling professionals, we all look forward to our annual professional conferences. Such professional development serves a variety of needs, from networking to acquiring new knowledge or skills. Conferences also allow us to connect with others with similar passions and interests. The Annual Chi Sigma Iota (CSI) Pennsylvania Statewide Conference provides such connection and so much more. For this article, I had the pleasure to interview two outstanding counselor educators and leaders involved in the planning and implementation of the annual conference, Dr. Richard Joseph Behun and Dr. Kathryn (Tina) Alessandria. We discussed the CSI Statewide/Regional Networking Conference and how they are using CSI's resources to fulfill its mission and vision.

Since 2014, CSI awards Statewide/Regional Networking Grants annually to selected chapters to encourage statewide or regional networking events. When asked about frequent recipients of this grant, one state was at the forefront: Pennsylvania, with four awarded grants. With this support, Pennsylvania has hosted a CSI Statewide Conference for the past eight years. CSI Past-President Dr. JoLynn Carney from Pennsylvania State University was the initial visionary and driving force behind this event and sponsored and hosted the first five years at Penn State. As the plan was to host it at Penn State forever, the plan was to pass it on to other chapters across the state. "Joe [Dr. Behun] was great. Every conference at Marywood University for two years. Dr. Behun reflected that passing the torch was their original intention, “the plan wasn't to host it at Penn State forever, the plan was to pass it on to other chapters across the state.” Now, new universities such as West Chester University and Duquesne University are taking the lead as hosts.

Dr. Behun partnered with the Pennsylvania Counseling Association to host a statewide CSI meeting to attract different chapters across the state to come to the table. Their goal is to represent different parts of the state and increase accessibility to the conference for all Pennsylvania CSI chapters. During this conference, in the fall, several chapters across the state will meet to decide the successor of the conference for the following year. Dr. Behun shared that gives the chapter almost two years of planning time for the next conference. Shared mentorship is also part of the passing of the torch. He further explained that “each chapter is mentored by the recipient from the year prior. For example, I mentored West Chester with their grant application and they mentored Duquesne. In fact, everything that is created for each conference is saved in a Google Drive and passed along to each chapter when they host.” As the recipient of Dr. Behun's mentorship, Dr. Alessandria shared that his mentorship was indispensable as she prepared the conference: “Joe [Dr. Behun] was great. Every time I had a question, I reached out to him and he was also really good at prompting me with ‘you know, we are at this time point, have you considered___?’” Dr. Alessandria is now starting her role as a mentor for next year’s conference at Duquesne University.

Although faculty is in charge of logistics, the conference is a student-led endeavor. Students across Pennsylvania CSI chapters become reviewers, presenters, and organizers of the conference. Dr. Alessandria shared that her students were involved since the beginning, were co-authors on the grant, created a task list, and developed a conference theme. Dr. Behun reflected that this was his favorite part, engaging with students and seeing them take the lead. Similarly, Dr. Alessandria shared “being CFA is not about doing all the work, it is about empowering students to have opportunities to lead.”

The 2018 Annual CSI Pennsylvania Statewide Conference hosted 30 educational sessions, panel discussions, or roundtable discussions, in addition to as many as 24 poster sessions, with six sessions running each hour. Attendance ranges from 80-125 participants. Since its inception, the conference has grown every year thanks to the networking efforts of its leaders. Host chapters network with state professional organizations, state divisions, surrounding states’ CSI chapters, and journals for purposes of advertisement, resources, and/or collaboration. Dr. Behun advised that networking with local organizations and associations is imperative for chapters that have the desire to host statewide conferences. Further, Dr. Alessandria emphasized that “collaboration does not have to be with people within physical reach, there are many ways to use technology and other resources to be able to broaden that reach. If you are willing to put in the time and effort, you can reap the rewards in getting to know those people and building your network.” She also advised chapters to work with existing resources. If there is a chapter or a state that has been successful, build from that, rather than start from scratch. Individuals at CSI Headquarters are also great sources of support and information. The next Annual CSI Pennsylvania Statewide Conference will be at Duquesne University on April 27th, 2019.
Reflections on Leadership: Lessons Learned in Leading Relationally
by Donna Gibson, Exemplar Editor

During the CSI Business Meeting and Awards Ceremony held during the 2018 American Counseling Association conference in Atlanta, Georgia, I was honored to receive the Thomas J. Sweeney Professional Leadership Award. For more than a decade, I have been conducting research on leadership in the counseling profession. I have engaged in service and leadership within higher education and the counseling profession for much longer. More importantly, I observe leaders around me, including Dr. Sweeney. I’ve had the pleasure of knowing Dr. Sweeney and his late wife Dr. Jane Myers since 1997. Dr. Myers was my instructor and major advisor in my doctoral program at the University of North Carolina at Greensboro, and Dr. Sweeney was Chi Sigma Iota International Executive Director. Between the two of them, they represented several different types of leadership styles. The main similarity between the two leaders was how they encouraged others to serve and lead in the counseling profession.

Encouragement. No surprise that research has indicated that encouragement is a key ingredient to leadership identity development. In other words, in the “making” and “growing” of leaders, encouragement of the leader is an active reinforcer to individuals engaging in leadership experiences that affects their leadership skills, behaviors, and attitudes. We find that individuals may find leadership experiences occurring initially by happenstance or by the recommendation of an authority (e.g., teacher, coach, parent), but it takes encouragement in those experiences for individuals to continue to seek service and leadership opportunities over their lives. The wonderful thing about encouragement in this leadership identity development formula is that it implies communication.

Communication. It’s a second key ingredient to this formula. Leaders have to put on their followers’ ears. There is a saying that leaders must also be followers. This is true to an extent. Many followers become leaders as they emulate the leaders they have known in certain service-related experiences. There appears to be some truth in this; however, communication between leaders and followers needs to illustrate trust, empathy, advocacy, and respect. Earlier in my career, I was appointed as a leader (and I was eager to serve and prove myself) to a group that had more experience and seniority than me. I relied too heavily upon the authority of the person who appointed me and assumed communication would be a natural consequence of the position. I found out that my assumptions were in error and communication by and from me (notice that I didn’t say “with”) was not perceived as trustworthy, respectful, or empathic. In this situation, I had adopted a “Ron Swanson” (character from the TV Sitcom “Parks and Recreation”) style of leadership. Leading from my office, dictating rules and regulations, and developing a power-hungry ego. As you may conclude, my leadership was not effective and I resigned from that position after this became a part of my awareness. This was not a reinforcing experience, and it made me question myself as a leader.
I’m fortunate in my life that I have had many mentors and cheerleaders. It took many of these to encourage me and reinforce my healthy leadership skills and attitudes to help me find my confidence again as a leader. I figuratively got back in the saddle again, but didn’t start off again in large leadership and service commitments. I renewed my service to CSI by chairing the Grants Committee and eventually becoming the Counselors’ Bookshelf Editor. I worked on program service at my university by helping to address CACREP accreditation concerns and eventually writing the self-study. I listened. I listened to those individuals I was working with and those I directed. I communicated WITH them and not “at” or “to” them. Through this time, I came to realize the most important element of becoming a leader and leading people.

Relationships. I found that relationships and relationship building is the most important aspect of leading and becoming a leader. Research has long pointed to effective communication and mentoring in growing leaders. However, relationship building maintains the focus of effective leaders. The focus is the people you are leading…not necessarily the purpose or cause of why you are leading. Much of what we know and read about leadership identity development includes effective leadership skills, and building and maintaining relationships with those that we lead are one aspect of those leadership skills but not all. It doesn’t tell the complete story. The rest of the story is the “with” of leading. I lead WITH the people. My ideas are not better than those that I lead. The reverse is typically true, but it is up to me to respect those ideas, inspire those that I’m leading to keep creating those ideas, and we advocate for the implementation of those ideas together. Along the way, I support and empathize. This sounds like counselors should make great leaders, right?

Overall, becoming a leader sounds like a simple, easy recipe. It can be, but after many stumbles I realized that there is learning that occurs in those instances when I’m leading but not listening. I also own the fact that I’m human and this human-ness interferes with the ability to illustrate good leadership at times. However, humans are built for relationships and this is the reminder to all of us that we need to connect and cultivate relationships. If we can do this in service and leadership opportunities, we can grow exponentially as leaders.

Additional Reading:


Call for Student Reflections 2019 Spring Exemplar

Part of CSI’s mission is to promote leadership, and we often see this when leadership is mentored.

How does CSI promote mentoring that fosters leadership?

What is your personal story of how CSI has supported your leadership development with the help of a mentor?

What is the future of mentoring programs in CSI?

Graduate students are invited to submit a 1000-word reflection addressing one or more of these points by February 1, 2019, to: Dr. Donna Gibson, Exemplar Editor, exemplar@csi-net.org.

ICYMI

In case you missed it, there is a small icon on the bottom right corner of this issue’s cover. If you look back at Exemplar issues for the last several years, you will see a similar icon. That’s because Exemplar has received APEX Awards for Publication Excellence for the last four consecutive years!
2018-2019 Leadership Essay Contest
Co-sponsored by Chi Sigma Iota and CACREP

Contest Submission Deadline: November 15, 2018, at 5:00 PM EST

For the fifth year, the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and CSI are co-sponsoring a Leadership Essay Contest. The two organizations have a strong history of mutual support and cooperative relationships, with a dual focus on enhancing the counseling profession through recognition of excellence in our field.

For the 2018-2019 Leadership Essay Contest, participants are invited to respond to the following theme and prompts:

**Leadership through Mentorship**

In your observations of role models in professional counseling, what qualities have inspired you and contributed to leadership competence for yourself and other professional counselors?

Given your experiences, what role/expectation is there for counselors to become mentors, how do you see yourself meeting that expectation, and how can counselor education programs help develop mentors?

Essays can be submitted in one of two membership categories:

- Entry-Level Students
- Doctoral Students/Professional Counselors/Counselor Educators

Award recipients in each category will receive:

- First place: $500, a one-year membership renewal in CSI, and publication of the essay in the CSI Exemplar, the CACREP Connection newsletter, and at csi-net.org and cacrep.org.
- Second place: $200, a one-year membership renewal in CSI, and publication of the essay at csi-net.org.
- Third place: $100, a one-year membership renewal in CSI, and publication of the essay at csi-net.org.

Submission and Contest Rules

- Only currently active members of CSI are eligible for the contest.
- Members in any active chapter of CSI may participate, regardless of the accreditation status of their program.

Essays can be submitted using the online entry form until November 15, 2018, at 5:00 PM EST. Submitted essays will be reviewed by a panel comprised of leaders from CSI and CACREP. Evaluation criteria will include originality, clarity, and relevance to the contest theme, both associations' missions, and the counseling profession. Essays will not be returned, and any submissions will become the property of Chi Sigma Iota International. If you have questions about the contest, please contact Dr. Cheryl Fulton (clfulton@txstate.edu), Chair of the CSI Leadership & Professional Advocacy Committee, and Dr. Stephen Kennedy (stephen.kennedy@csi-net.org), CSI Chief Operating Officer. If you are interested in reviewing past submissions, previous award recipients' essays can be downloaded on CSI's Leadership webpage.

Resources

We encourage contest participants to include a reference list and use in-text citations when appropriate. A special edition of the CSI Exemplar published in 2000 focused on mentorship, and the following list of resources may also be useful as you develop your Leadership Essay Contest submission.

2018 Voting Procedures

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

In the coming weeks, CSI Headquarters will send instructions to Chapter Faculty Advisors about how to download a list of their chapter’s active members from the CSI website. During October, each chapter’s leaders should contact their members about the CSI chapter voting procedures. Once all individual votes within a chapter are received, Chapter Faculty Advisors will tally their chapter members’ votes and report the candidates receiving the highest number using the online Elections Ballot no later than 5:00 PM EDT on December 1, 2018. Overall, the potential candidates that receive the highest number of chapter votes will be elected to CSI office. Two participating chapters will be selected at random to receive a $500 credit to the CSI Store.

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

2019-2020 PRESIDENT-ELECT CANDIDATES

GOALS STATEMENT

I am honored to be nominated to serve as CSI president. For me, this nomination represents an opportunity to continue to serve an organization that has played an integral part on my professional and leadership development. I deeply value the legacy of its founders and the core values of promoting academic and professional excellence in counseling. My role as CFA and as chair of the CFA committee has reaffirmed my belief that the work done by CSI chapters is vital to pursue the vision of the organization. Thus, if elected president of CSI, I will work collaboratively with CFAs to pursue the goals of my presidency and to provide the resources and support that will continue to strengthen the work that is done at the local level. Specifically, if elected president, I will seek to support the mission of CSI through the following three goals:

BIOGRAPHY

Dr. Peggy Ceballos is an Associate Professor at the University of North Texas (UNT) in the Department of Counseling and Higher Education. At UNT, she serves as program coordinator and as chair of the school counseling track. She has served as a Chapter Faculty Advisor (CFA) for the past 10 years and as Chair of CFA’s committee for the past 3 years. Dr. Ceballos’ research agenda addresses culturally-responsive play therapy and creative arts interventions with underserved youth in school settings with a specific focus on Latino populations. Dr. Ceballos has been the recipient of numerous professional awards, including the 2016 TCA Advocacy Award, the 2012 Mary Thomas Burke Professional Award for being an exemplary mentor; the 2011 American Counseling Association (ACA) Best Practice Award for best research; and the 2009 Association for Play Therapy (APT) Dissertation Award.

Dr. Peggy Ceballos
Rho Kappa
1. **Globalization of Counseling**

I believe that, as the society we work in continues to be driven by globalization and the counseling profession continues to spread around the world, we need to focus on promoting discussions that help shape the globalization of counseling as a profession. As an international organization, CSI has the unique opportunity to support a network that encourages the exchange of ideas and the integration of these ideas into our profession. Thus, if elected president, I hope to continue the work of past presidents and promote activities that facilitate such discussion among CSI members.

2. **Multicultural Awareness & Social Justice**

The advancement of multicultural awareness and social justice within the counseling profession is imperative and not separate from the globalization of the profession. As we continue to move toward a global interchange of ideas and continue to serve clients in a pluralistic society, we are faced with the ethical responsibility to engage in action. I would work to support these values through trainings and by providing opportunities for meaningful discussions among members of CSI.

3. **Mentoring**

CSI supports the formal and informal mentoring of countless counseling students and professionals around the globe. Such professional mentorship happens primarily through chapter activities and by delivering trainings to CSI members. As president, I would work to promote mentorship across chapters and across cultures. I would also encourage mentors and mentees to exchange ideas that support globalization, multicultural awareness, and social justice in the counseling profession.

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**Dr. Cassie Storlie**

Kappa Sigma Upsilon

**BIOGRAPHY**

Cassie Storlie, Ph.D., LPCC-S (OH), is Associate Professor of Counselor Education & Supervision at Kent State University. She has been active with CSI since 2003 as president of the Xi and Rho Upsilon chapters, CSI Leadership Intern (under the mentorship of Dr. Jane E. Myers), and past reviewer for CSI’s Leadership Essay Contest and Chapter Grant Awards. This is Dr. Storlie’s sixth year as CFA for the Kappa Sigma Upsilon chapter. After serving three years as Chair of CSI’s Counselor Community Engagement Committee, she was Secretary on CSI’s Executive Council from 2016-2018. Dr. Storlie chaired the ACES Advocacy Interest Network for four years and was appointed to ACA Professional Advocacy Taskforce in 2016. She served as NCACES Secretary (2015-2016) and will serve as president of NCACES during the 2018-2019 AY. She has authored over 30 peer reviewed journals articles centering on career development among marginalized youth, advocacy and counselor leadership.

**GOALS STATEMENT**

I am honored and humbled to have been nominated to serve as President Elect of Chi Sigma Iota, International (CSI). As the third largest counseling organization in the world (Gibson, 2015), CSI has been instrumental in my leadership development and identity as a professional counselor. If elected, I commit to centering on the integration of client advocacy and professional advocacy. This translates into service that fosters open and purposeful dialogue that supports the actions necessary to carry out the mission and vision of CSI and continues to strengthen our professional identity as counselors. My servant leadership approach is grounded in being attentive to all voices, particularly to those who have been historically marginalized or unheard. As President Elect, I will facilitate a collaborative atmosphere that is not just culturally sensitive, but culturally responsive to illuminating all voices as we continue to pursue excellence among all dimensions that represent the profession of counseling.

In order to be responsive to the needs of our clients, our profession and our CSI members, connections and collaborations are necessary to cultivate new leaders with a continued commitment to counseling excellence. If elected, I look forward to continuing to bridge intentional relationships within the various chapters and committees in CSI and with our other partner counseling organizations. Together, we are stronger but there is more work to be done!

In divisive times, coming together, building connections and strengthening unity is necessary to bring us back to the fundamental reasons why we chose the counseling profession (or maybe it chose us!). Integrating client advocacy and professional advocacy allows for this unity to grow on behalf of who we serve and to be good stewards to the future of our profession. Cultural responsiveness in integrating client and professional advocacy can foster this unity. It’s my hope to help lead this effort through CSI.

The role of CSI President is to serve as chair of the Executive Council, preside at all meetings of the Society and appoint chairpersons and members of committees as outlined in the CSI Bylaws. If elected as CSI President-elect, I am able and willing to perform these duties in the absence or inability of the president to serve. I am enthusiastic to carry out those duties as a potential future president of CSI. Moreover, I want to continue to expand our ways of communicating with members and future members to develop a more unified profession.

I am committed to dedicating myself fully to each of the duties outlined in the CSI bylaws and to conducting all activities with a spirit of servant leadership. I hope to invest in leadership development initiatives that support our members in professionalism, scholarship and advocacy and to further enhance the support available for future leaders in years to come.
CANDIDATES FOR TREASURER

BIOGRAPHY

Dr. Jake J. Protivnak is Department Chair and Professor in Counseling, School Psychology and Educational Leadership at Youngstown State University (YSU) in northeast Ohio. He currently serves as the Chapter Faculty Advisor of the Eta Chapter and he received the Outstanding Chapter Faculty Advisor award from both Chi Sigma Iota and YSU. He joined CSI as a master's student at Kent State University serving as archivist, then he served as Chapter president and CSI Intern as a doctoral student at Ohio University. Dr. Protivnak is committed to excellence in professional practice, teaching, service and scholarship. He is a Licensed Professional Clinical Counselor-Supervising (Ohio) and Licensed Professional School Counselor (Ohio) and Board Certified Counselor (NBCC) and he has provided counseling and supervision in clinical mental health, school, and college settings. Dr. Protivnak has authored 30+ peer reviewed articles/book chapters and 100+ presentations focusing primarily on counselor education, supervision and adolescents/transition-aged adults.

GOALS STATEMENT

I am honored to be nominated for the position as Treasurer of Chi Sigma Iota International. I have been a member of CSI for almost 20 years and I have grown professionally and personally because of the quality of the support I received. CSI is the primary force in the development of leaders who passionately advocate for the profession of Counseling. CSI was the first professional association I joined as a master’s student at Kent State University and it provided me with an initial opportunity to participate in professional service and work with faculty and CSI members. I am so thankful for the opportunities and mentorship that I received as a member of CSI and appreciate the continued invitation to serve.

Effectively managing and strategically growing the financial resources of one of the largest associations of professional counselors is a significant responsibility. A solid financial structure is key to enabling CSI to provide resources to student and professional members. Counseling students are often working multiple jobs and utilizing student loans to cover living expenses. The decision to pay the membership fee is often a choice between joining CSI and being able to afford something else. I believe that every dollar from every student who joins CSI should be utilized in the most effective way to advance our mission. I will utilize the experience and skills I have gained over the past six years as Department Chair within my role as CSI Treasurer.

My vision for the Treasurer position is to increase the opportunities for CSI to provide funds to recognize excellence in scholarship, leadership, advocacy and practice of members. Similarly, I am interested in innovative ways to increase the revenue of CSI beyond membership dues. During my two-year term as Treasurer, I will monitor the financial expenditures and investments, develop annual budgets, and present the financial reports. I will look for ways to grow revenue, cost efficiently utilize funds, and recommend expenditures consistent with our mission.

I have served as Chapter Faculty Advisor at Youngstown State University for almost 10 years and mentored 10 different chapter Treasurer’s. I am familiar with the challenges of the Treasurer position at the chapter level (i.e., raising funds, choosing between competing requests for money, paying bills, saving for future goals, and then training/transfering responsibilities). I would like to serve as a resource for treasurers at the chapter level by sharing tips and strategies for effective financial practices.

BIOGRAPHY

Dr. Machuca is an Associate Professor at Barry University. He is the Director of the Doctoral program and the Master’s program in The Bahamas. A member of CSI since 2005, he serves as Faculty Advisor for the Beta Upsilon chapter since 2012. Dr. Machuca serves as treasurer for FALGBTIC, and member-at-large for FACES. He received the outstanding faculty award, and the outstanding faculty service award from BU-CSI. He also mentored BU-CSI in receiving the national outstanding newsletter award. Dr. Machuca is a recognized advocate for excellence, professional identity, leadership and counselor community engagement. He is an LMHC, a board-certified supervisor in Florida, a Certified Cognitive Therapist. Dr. Machuca’s prolific record of publications and presentations focuses on supervision, technology in counseling, resilience and LGBTQ issues. He has been part of the counselor community engagement and the
faculty advisor committees, he is also a regular trainer of new CSI faculty advisors nationwide.

GOALS STATEMENT

As an international student first and then as a counselor educator and supervisor, being part of a counseling academic and professional honor society has been one of my most significant sources of pride. CSI has been my professional home and the place where I have felt connected and supported. I want to offer every member the opportunity to see us as their home, their professional heaven, and the space where they can find likeminded individuals to connect and to grow.

As someone with a public administration background, past and current experience in treasurer roles, as well as significant experience mentoring our chapter leaders in using their resources efficiently, I am fully committed to the development, implementation and assessment of financial strategies oriented to maximize our resources. I want every member to experience the satisfaction of paying a fee that represents not only a contribution to the sustainability of our professional organization and its mission, but most importantly, to be a contribution to their own academic excellence, leadership development, and professional growth. I believe in the importance of having more tangible as well as multiplied retributions for our member fees.

I believe also in financial responsibility as well as efficient use of resources. I will work to identify areas in which CSI can maximize its income, as well as increase the amount, variability and quality of the resources available. I also strongly believe in our mission, which will be my main guide in the implementation of responsible financial practices and accountability measures. I see this as one of the ways our organization can maximize the benefits we can offer to our members.

In addition to the fidelity to our mission, in my role as CSI treasurer I will be guided by our principles and practices of leadership excellence, particularly those related to having a vision for the future, long-range perspective, preservation of resources, respect for membership and recognition of others. Ultimately, I expect to reflect in all my actions in this role, my commitment to support our organization in the pursue of excellence in the counseling profession.

REMINDER

CHAPTER VOTING FOR ALL CANDIDATES BEGINS
NOVEMBER 1, 2018

VOTING CONCLUDES 5 P.M. EDT ON DECEMBER 1, 2018