Advancing a Legacy of Excellence
Designing, compiling, and editing Exemplar issues has been a wonderful part of my career since 2013. As I look over this issue, the final of my tenure on staff, I cannot help but think of legacy. My years on the staff are just six of the 34 years of Exemplar’s existence (throwback: check out Volume 1, Issue 1 of Exemplar), and there will certainly be many more staffers in the years to come. I think of legacy not for me personally, but in all that CSI stands for and all its members have accomplished and continue to accomplish daily. It is humbling to be part of an organization dedicated to the good work we do as professionals. I wish I could describe the joy received from highlighting this good work in Exemplar for the last six years.

Maybe it’s cliche, but I also think of CSI’s very first member back in 1985 when Dr. Tom Sweeney founded CSI (fun fact: member #1 was Sister Lois Wedl, see a story on her in the Spring 2015 Exemplar). I think about how much CSI, its leaders, and its members, have shaped the professional landscape of the counseling profession, and I am excited for those newest members coming in to CSI. I cannot wait to see how those at the beginning of their journey in CSI will advance the organization and the profession in general.

Get ready, because this issue of Exemplar is packed with material that highlights the legacy of excellence that is CSI. Dr. Sandi Logan-McKibben shares lessons learned from helping plan two inaugural CSI Statewide Meetings, and Dr. Isabel Farrell reflects on her time as a Leadership Intern. Dr. Amanda La Guardia breaks down all the CSI Days events coming up at ACA in New Orleans. Finally, this issue showcases the CSI/CACREP Leadership Essay First Place Award Recipients, as well as the latest Professional Advocacy Agent article on Dr. Matthew Fullen. Amazing leaders doing impressive work to embody and recognize excellence in counseling...CSI’s legacy continues every day.

A sincere thanks to Drs. Donna Gibson and Sandi Logan-McKibben (also Sandi’s final issue) for the laughs, the support, the mentorship, and the adventure of a lifetime.
CSI Speaker Assistance Program

Our thanks to the CSI leaders who have agreed to serve 18 chapters that received scheduling and funding assistance to bring a CSI Speaker to their initiations and chapter events. Applications for CSI’s 2018-19 Speaker Assistance Program were due January 31st. Watch for updates about the 2019-20 Speaker Assistance Program in the CSI E-News in the coming months.

Professional Development Opportunities

CSI professional development, including leadership trainings, are open to all members. The Chapter Faculty Advisor and Chapter Development Committees will be facilitating the Chapter Leader Training and Chapter Faculty Advisors Training during CSI Days in March. These committees will also offer the trainings as upcoming webinars; prior trainings can be accessed in CSI’s recorded webinar series as well.

Annual Chapter Rebates

Through CSI’s Chapter Rebate Program, chapters may earn $10 for each active member. Chapter rebates can help chapters fund professional development opportunities, advocacy initiatives, and other member benefits. In May, CSI will review every CSI chapter to identify chapters that are eligible to earn a rebate. Rebate checks will be mailed to CFAs at their university mailing addresses in August. Make sure your chapter is eligible to earn a rebate by checking your chapter’s website (www.csi-net.org > Chapters > Chapters Directory) and ensuring all of the requirements to maintain active chapter status have been met.

Committee Updates

All of these initiatives would not be possible without the contributions of many volunteers. This includes CSI’s Committees and Review Panels who have been busy developing through promoting the development and work of servant leaders. This spring, new members will be initiated into our Society within almost 300 active CSI chapters and begin exploring their own callings to be servant leaders in the places where they work, serve, and influence. They will also join almost 130,000 other counselors who have found a place to both engage in their own professional development and contribute. CSI offers many different ways for new and existing members to connect and chapters to access support this spring.

CSI Days at the 2019 ACA Conference in New Orleans

Again this year, CSI Days will be held during the 2019 ACA Conference. CSI appreciates ACA’s support of CSI Days and encourages all members – student, faculty, and professional members – to register for the conference and come connect in New Orleans.

CSINet Updates

Advance registration for these events is necessary so we can appropriately plan for catering: annual CSI Delegate Business Meeting, Chapter Faculty Advisor Training and Chapter Leaders Training. Following the Business Meeting, we’ll recognize recipients of 45 award, internship, fellowship, and grant recipients during this year’s Award Ceremony. Our thanks to CSI’s Awards Committee and Review Panels that had the challenging task of selecting award and grant recipients from a large pool of well-qualified nominees again this year!


Drs. Paul Carrola & Carleton Brown
Thursday, April 11, 2019, 2-3PM EST

Cultivating Professional Members’ Connection and Engagement Within Your CSI Chapter

Drs. Tanisha Sapp, Robin DuFresne, & Claudia Sadler-Gerhardt; Harvey Peters
Wednesday, April 17, 2019, 1-2PM EST

Instrument Development and Validation in Counseling

Drs. Hongyun Woo & Junfei Lu
Wednesday, April 24, 2019, 2-3PM EST

April Webinars

Understanding Autism: What Counselors Need to Know When Working with Individuals Diagnosed with Autism Spectrum Disorder (ASD)
Dr. Panagiotis Markopoulos
Thursday, April 4, 2019, 2-3PM EST

Formula for Success: Tips for Hosting a Memorable Chapter Initiation Ceremony
Leslie Contos, Drs. Julia Whisenhunt & Joseph Campbell, & Charmayne Adams
Wednesday, April 10, 2019, 2-3PM EST

Executive Director Emeritus
Dr. Thomas J. Sweeney

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James W. Hartwig Moorhead, CSI CEO

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CSI members also can access Counselors’ Bookshelf to read reviews of books, movies, TV shows, and music that professional counselors have found useful in their work with clients. Dr. Barbara Mahaffey, Senior Editor, and the editorial staff of the CSI Counselors’ Bookshelf have published 15 new reviews so far in the 2018-19 year, including Rawn Boulden’s review of Counseling Toward Solutions: A Practical Solution-focused Program for Working With Students, Teachers, and Parents (2nd ed.); Valerie McGaha’s reviews of The Crippled Lamb and Daphne the Diamond Fairy and the Catwalk Catastrophe; Harvey Peters’s review of the film Paris is Burning; and Clark Ausloos’s review of the song This Is Me.

Committee Updates

All of these initiatives would not be possible without the contributions of many volunteers. This includes CSI’s Committees and Review Panels who have been busy developing...
other programs to benefit fellow members. In addition to conducting the “Professional Advocacy Agent” interviews in this and other issues of the CSI Exemplar, the Leadership and Professional Advocacy Committee has published new “Advocacy Heroes and Heroines” interviews with Drs. Sylvia Fernandez, Rick Gressard, Barbara Herlihy, and Julia Taylor. The Counselor Community Engagement Committee also has been working on a collaborative CCE project with CSI’s New Orleans chapters for CSI Days.

Details to Note

CSI’s members and leadership have established CSI as a campus-based, residency-based honor society, as noted on CSI’s website:

A campus-based residency is one of the defining characteristics of a campus-based chapter, intended to provide opportunities for CSI members and faculty to meet individually, in small groups, and for initiations, as well as presentations and ceremonies for educational, social, and professional purposes. CSI functions are expected to be a part of the co-curricular activities of the counselor education program, some of which (like initiations) will be associated with the residency experiences.

A friendly reminder that chapter initiations are intended to be face-to-face, in-person celebrations during which new members take the Oath of Membership, receive their membership certificates and pins, and participate in a meaningful time of recognition. Visit the CSI website to access many ready-to-use resources for chapter initiations and helpful checklists for planning.

A warm welcome to the thousands of new members joining us this spring, and many thanks to all who advance CSI’s mission to promote excellence in counseling through servant leadership and involvement within our Society. Please say hello while in New Orleans, and be in touch in the meantime with comments, suggestions, and ideas to share (holly.moorhead@csi-net.org).

Chi Sigma Iota International Election Results

Again this year, excellent candidates agreed to be nominated for CSI International President-Elect and Treasurer. We thank all candidates for their commitment to servant leadership and extend congratulations to Dr. Peggy Ceballos who has been elected as CSI International’s next President-Elect (2019-2020) and to Dr. Jake Protivnak who has been elected to service as CSI Treasurer (2019-2021).

Congratulations to the Kappa Sigma Upsilon Chapter at Kent State University and the Nu Chi Chi Chapter at North Carolina Central University as well. These chapters were selected out of a random drawing of all chapters that submitted votes for this year’s CSI International election. Each chapter has received a $500 credit to the CSI Store.

Welcome to the New CSI Chapters Chartered in 2018-2019

Lambda Rho Upsilon
Lenoir-Rhyne University-Asheville

Theta Chi Sigma
The Chicago School of Professional Psychology-Online

Eta Sigma
Henderson State University

Nu Upsilon
Northwestern University

Omega Mu Gamma
Antioch University-Seattle
Involvement in Inaugural CSI Statewide Events: One CFA’s Experience and Recommendations for Best Practice

by Sandi Logan-McKibben, Exemplar Assistant Editor

Being the first...not worst, not best, but inaugural. Having involvement in the planning and coordination of two inaugural CSI Statewide Events has proven to be quite the experience. My first involvement was with the inaugural Statewide Networking Event hosted at The University of Alabama (UA; Rho chapter). The efforts were led by the former Rho Chapter Faculty Advisor Dr. Bradley McKibben and former Delta Sigma Chapter (Auburn) Faculty Advisor Dr. Melanie Iarussi. However, as a faculty member of UA, I was glad to assist and support their efforts. With two chapters being involved, it was decided to pursue two types of grant funding from CSI International. One chapter submitted for the CSI Statewide/Regional Networking Grant, while the other chapter decided to pursue a CSI Excellence in Research Grant entitled “Professional Advocacy in Action: Assessing the Impact of a Statewide Professional Advocacy Meeting.” This event involved three keynote speakers, a student poster session, and roundtable time for chapters to discuss their own local advocacy plans.

What I learned from this experience is that collaboration is key. Given that counselor educators are uniquely situated to be role models to counselors-in-training and alumni, it makes sense to involve multiple faculty from multiple universities. Next, I learned the importance of transparency. This came in having conversations about who would be responsible for what, from the minor details, to larger details, such as who would host the event the following year.

Most recently, three CSI chapters (Delta Iota, Florida International University; Beta Upsilon, Barry University, and Beta, University of Florida) gathered for “Rolling Up Our Sleeves: Counselors’ Response to Community Crisis.” With this particular event, I took lead as we decided upon my university as the host for the inaugural event. This decision meant that I had a steep learning curve with no prior experience of coordinating such an event, and being just in my second year at my university, I was still learning how to navigate university procedures and protocols. In the end, there were more than 50 attendees representing counselors-in-training, counseling practitioners/supervisors, and counselor educators from more than five universities throughout the state of Florida.

What I learned from this experience is similar to my previous involvement: collaboration and transparency are key. With more pressure this time around being the host university and the Chapter Faculty Advisor, I found myself needing to get organized and have more structure. I worked with our local chapter leaders to identify tasks for them, while my colleagues and I met almost monthly for about six months to keep ourselves accountable for all the work that needed to be completed. Also, we discussed who would host the statewide event the following year. This became a particularly important conversation to have ahead of time because on the day of the event, I was approached by multiple chapters who were interested in hosting in the future.

Recommendations for Ensuring a Successful Statewide Event

- Consider what the needs of your region/state are. What topic(s) would be most relevant or timely to address? Some examples are professional identity, legal/ethical/licensure related issues, crisis, and advocacy. Make a collaborative decision that meets the needs of all stakeholders in terms of topic and format of the day. Florida has faced multiple natural and man-made disasters in the last few years, so responding to crisis was a natural fit as our statewide meeting’s theme. What makes sense in your state or region?

- The host chapter should be responsible for the registration and logistics of the day. Local chapter leaders should be assigned tasks prior to and day of the event. Allow non-hosting chapter(s) to be responsible for promotion of the event and identifying speakers. Use your networking skills to reach out to keynote speakers, panelists, etc.

- Consider having a tabling portion of the event so that local/statewide organizations can be a part of the even and promote it. For instance, in Florida, we invited our local Red Cross chapter to speak about their Disaster Mental Health services and how people can serve as a Disaster Mental Health Volunteer.
• Offer attendees continuing education (CE) credits. This will be particularly appealing to alumni and other counseling professionals. Market your event to other helping professionals who may be interested in your theme/topic.

• Apply for a CSI Statewide/Regional Networking Grant. This funding opportunity is announced early fall and provides a wonderful opportunity to support your efforts, especially when you are getting started for the first time.

• Reach out to known counseling textbook publishers to see about donating books for raffling/fundraising. Speaking of, I am pleased to extend the offer provided by Springer Publishing to the Florida CSI Statewide Event of 25% textbooks through June 30, 2019 to all of our CSI Exemplar readership, using the code CSIFlorida25, www.springerpub.com.

While I have learned that being a statewide meeting coordinator is a complex undertaking, I can unequivocally say that all of the time and effort is worth it to provide quality professional development opportunities to our communities and to focus on what I consider three critical tasks of a counselor educator and chapter faculty advisor: advocate, collaborate, and educate.

Dr. Isabel C. Farrell
Exemplar LFI Editor

As a profession, counseling is based on relationship and service. By extension, every action we take affects the individuals, groups, and organizations we serve. Yet, many behaviors could also constitute leadership and advocacy efforts. These two concepts are represented in CSI’s mission.

When asked to write an article about my experience as a CSI Leadership Intern, many aspects came to mind, including outstanding mentorship, transparency, and open channels of communications. It also brought back fond memories of sitting during the Summer Leadership Retreat in June with the legendary Dr. Tom Sweeney and our Executive Council, hearing the stories of love and dedication for the profession. The warmth in the room was palpable. These experiences have shaped my year to be incredibly rewarding and humbling. While I could happily write about all of them, the most salient for me focused on the true meaning of leadership.

Authentic leaders are genuine, intrinsically motivated, and use confidence, optimism, hope, and resilience as personal resources. They require self-awareness, self-regulation, and clarity over their values, identity, and emotions, and how it influences their actions towards leadership and advocacy. Authentic leaders lead by example rather than transform others, they use modeling and mentorship as agents of change. Similarly, servant leaders do not serve for reciprocity or accolades, instead, they aim to serve and empower others through relationship, mentorship, and collaboration. These descriptions truly embody many of the CSI leaders and members that I have interacted with in the past year.

As a Leadership Intern, I had the pleasure to work with living examples of true leaders, from the Executive Council, the editorial staff of Exemplar and JCLA, CSI mentors, and multiple committees. My experience afforded me a holistic view of the culture and values of this organization. CSI leaders across the board are genuine, relationship focused, and aim to serve through their leadership and advocacy. They dedicate countless hours of service to continue to build a stronger organization and profession. Ultimately, they not only “talk the talk,” but “walk the walk.” While it is easy to be overwhelmed by the stardom of these leaders and forget their “humanness,” the approachable and humble demeanor of CSI leaders and their willingness to empower and serve others has been truly inspiring. As I finish my year as a Leadership Intern, I am left with this revelation: Be an authentic and servant leader; this is what strong organizations are built upon.
It was an honor to be granted an interview with Dr. Matthew Fullen, Assistant Professor in the Virginia Tech counselor education program. Dr. Fullen is a Licensed Professional Clinical Counselor (OH) and holds a Master of Divinity as well as a Ph.D. in Counselor Education with an interdisciplinary specialization in aging. This article highlights his experiences and inspirations for Medicare advocacy in the counseling profession.

Dr. Fullen’s interest in professional advocacy began when he started working with older adults in long-term care settings. “There was one instance where a client I had been working with for over a year was transitioned into hospice. I remember getting a call from my supervisor saying, ‘you can no longer work with her now that she’s in hospice.’ I found out the reason I could not work with her was because hospice is paid for by Medicare, and counselors are not recognized by Medicare,” Dr. Fullen said. “That became a very clear injustice that required an advocacy response.”

Dr. Fullen and his colleagues have partnered with the American Counseling Association to launch a series of research projects that focus on the state of Medicare advocacy among counseling professionals. These projects specifically address the current impact of the Medicare coverage gap on clients and communities, as well as which factors determine whether or not members of the counseling profession will be involved in Medicare advocacy.

"Individuals with permanent disabilities and those age 65 and up are systematically denied access to working with mental health professionals –in many communities, the only mental health professional available," Dr. Fullen said. He emphasized that as a profession we may not have fully grappled with what is happening. “Unfortunately, with the issue of Medicare, it’s been easy for us to disconnect because either we don’t understand, or it doesn’t hit close to home. For advocacy to become a movement, it has to connect to the heart,” Dr. Fullen said. He emphasized Chi Sigma Iota can influence change through chapter leadership and Chapter Faculty Advisors who model advocacy skills and explain nuances of the issue to students in a way that hits home.

Dr. Fullen helped launch the Older Adults Task Force as a leader with the Association for Adult Development and Aging. He currently leads this task force, which was established to mobilize counselors, students, and counselor educators who are drawn to working with older adults. Legislative Medicare advocacy has been a focus of the task force, and Dr. Fullen said mobilizing those in the profession who care about older adults and individuals with disabilities is crucial for communicating not only with legislators, but also other professionals with similar goals.

Dr. Fullen also discussed the importance of the integration of research and advocacy. He said in spite of Medicare being a professional issue that has been discussed for over 15 years, there has not been a lot of deliberative, empirical research on the issue and how it is impacting the profession.

Dr. Fullen said one of his lessons learned engaging in professional advocacy has been to have both data and personal stories to share with legislators, and to not forget the importance of investing in legislative staff. “At the end of the day, legislative advocacy is a conversation between two people who care about how to make the community and country operate better.”

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. Our manuscript submission portal is located at http://mc.manuscriptcentral.com/ucla. You may also address inquiries to jcla@csi-net.org.
CSI Days New Orleans

by Amanda C. La Guardia, CSI President-Elect
CSI Days in 2019 will be held beginning early on Friday, March 29 with the Journal for Counselor Leadership and Advocacy editorial board meeting and closing on Sunday morning, March 31 with the presidential education session focused on mentoring and multicultural leadership. CSI appreciates ACA’s continued support of student leadership development by providing 25 free registrations for counselors and educators-in-training to attend Fellow and Intern trainings or other events valuable to their professional development. ACA also continues to support CSI sponsored poster sessions, allowing chapters to highlight the hard work they are doing in their communities. We are excited to see how our presence at the ACA conference this year inspires the work of our members in the coming year!

CSI-Sponsored Poster Sessions

CSI will be sponsoring 25 poster sessions at the ACA conference again this year. These posters (as well as the education sessions) relate directly to four central themes aligned with the mission of Chi Sigma Iota: (1) Counselor Identity across the Globe; (2) Enhancing Community Engagement through Professional Advocacy; (3) Professional Identity, Leadership, and Advocacy; and (4) Wellness Counseling Practices and Research. Selection of the 25 CSI-sponsored poster sessions was competitive due to the great work our members are doing within their respective chapters. All CSI student members who are also ACA members were invited to serve as the first author on proposals that were reviewed by a panel including student fellows, interns, educator volunteers, and organizational leadership. Members of the Poster Session Review Panel reviewed all submissions and selected poster sessions aligned with one of the four themes, serving to highlight CSI’s mission of promoting excellence in the counseling profession through contribution.

Education Session

Our two educational sessions this year will focus on honoring our leadership while continuing to develop multiculturally responsive ways to mentor leaders of the future, representing extremely important aspects of CSI’s focus on contribution that values human dignity. These sessions are reflective of Dr. Nicole Hill’s presidential theme, “Cultivating a Culture of Leadership and Mentorship.” Her theme focuses on the empowerment of future counseling leaders through intentionality in the mentoring process, attending to the ever-present context of diversity. Through Dr. Hill’s leadership, our organization has become increasingly conscious and responsive to the complexities inherent in a culture seeking to become more inclusive of the diverse needs of its people. Through her direction, we work to communicate a valuing of the diversity among us and, by doing so, grow our own strength as an organization while remaining steadfast in our identity centered on wellness and humility. These sessions will show our desire to expand our thinking, include voices that desire the same growth of perspective, and work together support leaders that will focus on building up our global community.

The first session, “Leading with Excellence: Amplifying Our Future by Honoring Our Legacy.” The session will be presented on Friday, March 29th from 4 to 5 p.m. in Ernest N. Morial Convention Center. The presenters will be Drs. Craig Cashwell, Catharina Chang, Spencer Niles, June Williams, and Victoria Kress. To provide a framework for leading with excellence while strategically focusing on the future, we must honor the past. Thus, Past Presidents of Chi Sigma Iota will host roundtables intended to shape and nurture our CSI members to grow as servant leaders, what that might mean, and understand the history of CSI and our profession. The education session resonates with Dr. Hill’s presidential theme of how our path is informed by the work of those who have come before us and how it can inspire us to grow beyond what we are.

The second session focuses on mentoring the leaders of tomorrow, the future of CSI and the profession. This session, entitled “Mentorship in Multicultural Leadership” will include a panel of experts who will be asked to share their perspectives on critical dimensions of mentorship and the need for leaders who are responsive to diversity. This session will be held on Sunday, March 31st from 7:30 to 8:30 a.m. in the Ernest N. Morial Convention Center. Through this session, panelists will tie the foundational beliefs of our profession, built by past leaders, to the future needs of our field by discussing processes for contextually responsive, multicultural mentorship. The presenters will include leaders in counseling who, through their experiences, have developed a keen understanding of what mentors may need to attend to in order to empower future organizers, educators, and trailblazers.

Leadership Workshop

In my role as president-elect, I have the opportunity to develop and enact a presidential focus, which will be emphasized through the Leadership Workshop to be held on Saturday, March 30th from 10:30 to 12 p.m. The focus of my time as president of CSI will be on Community Responsiveness to Support Meaningful Change. My hope is to challenge myself, and others, to think more deeply...
about how our initiatives as an organization can contribute to the betterment of our society, beyond our typical counseling settings. As an organization, we have hundreds of campus-based chapters situated within their communities working to find ways to contribute to the wellness of those around them in a way consistent with their professional goals. This can be a difficult task and something our Community Engagement committee has worked to address by developing guidelines for chapters as they attempt to be more responsive. I want to build on the work of our past-presidents by bringing together perspectives regarding community engagement strategies, cultural attentiveness in globalization, and multiculturalism in leadership to focus on improving the way we support our members in becoming meaningful advocates and leaders in their respective regions. We can never enact strategies that will be universally actionable, but we can help individuals build the skills they need to engage with their communities in ways that are uniquely responsive to the needs of those communities within their specific cultural contexts. There is an urgent need within our culture to not only recognize diversity but also to honor it, include diverse needs in our initiatives, and promote the voices of the underrepresented. There is an urgent need within our culture to not only recognize diversity but also to honor it, include diverse needs in our initiatives, and promote the voices of the underrepresented.

Delegate Business Meeting

The Delegate Business Meeting and Awards Ceremony is scheduled for Saturday, March 30 from 1 to 3 p.m. in the Hilton New Orleans Riverside Churchill D. This meeting provides a forum for chapter delegates to receive a summary of chapter annual reports and other important organizational updates from the CSI Executive Council and Headquarters staff. To maintain active chapter status, each chapter must be represented at the Delegate Business Meeting once every three years and have their attendance formally recorded. Delegates were asked to pre-register for the event. If you are representing your chapter, please download the 2018 Delegate Business Meeting minutes for the event by April 1, 2018. As part of the formal business meeting, you will be asked to vote to approve the minutes from the 2018 Delegate Business Meeting, so please review those in preparation for the meeting.

During the Delegate Business Meeting, CSI will honor several of our 2019 CSI International Award Honorees, Excellence in Counseling Research Grant recipients, Chapter Development Grant awardees, and Statewide/Regional Networking Grant recipients. Other awards that we will celebrate are Outstanding Practitioner, Outstanding Practitioner Supervisor, Outstanding Research, Outstanding Entry-Level Student, Outstanding Doctoral Student, Outstanding Journal of Counselor Leadership and Advocacy Article, Outstanding Service to the Chapter, Jane E. Myers Lifetime Mentor Award, Outstanding CFA, Outstanding Chapter, Outstanding Chapter Individual Program, and Outstanding Chapter Newsletter.

This is a critical meeting for chapter delegates to engage in with CSI International and Headquarters Staff to get information about current initiatives and opportunities. As a reminder, attendance is required at least once every three years to retain active chapter status and to ensure the receipt of chapter rebates, an important domain of support from CSI International for our chapters.

Chapter Faculty Advisors Training

The success of our chapters depends upon the dedication and engagement of our Chapter Faculty Advisors. CSI International and Headquarters staff value the hard work and involvement of our CFAs as the success of our chapters ensures the thriving of CSI, our members, and our profession. Our training for CFAs will be held on Saturday, March 20th from 11:00 a.m. to 12:30 p.m. in Churchill D of the Hilton Riverside Hotel. Dr. Peggy Ceballos and other members of CSI’s CFA Committee will share strategies for building strong, active chapters. Trainers will address topics related to membership, mentorship, fundraising, and cultivating alumni involvement in chapter activities. CSI grants, internships, fellowships, and awards will also be discussed. New CFAs and doctoral students interested in serving as CFAs are encouraged to attend. The training will be interactive and responsive to attending CFAs’ needs.

Chapter Leaders Training

Chapter leaders will provide the necessary foundation for in-depth discussion related to the strategies that build successful chapters and foster the development of chapter membership. The Chapter Leaders Training is scheduled for Saturday, March 30th from 4:30 to 6:00 p.m. in Churchill D of the Hilton Riverside Hotel. The training session will include topics about professional and program development, community engagement, mentoring and leadership strategies. The Chapter Leaders Training will be an information, insightful session facilitated by Dr. Julia Whisenhunt, Dr. Joe Campbell, Leslie Contos, and Sunny Teeling.

In Appreciation

Chi Sigma Iota represents the pinnacle of responsive, professional leadership in counseling. I am honored to have had the opportunity to prepare for this year’s CSI Days at ACA with Drs. Holly Hartwig Moorhead and Nicole Hill. They embody measured, thoughtful, and principled leadership that promotes the ideals of wellness. I am grateful to walk alongside them and learn from their experience as leaders and their perspectives regarding how we as a profession can collaboratively achieve a future that welcomes those who believe in our collective vision. I look forward to meeting with chapter leaders, members, and counselors in New Orleans as we work together to construct our future, one built on a strong foundation continuously honed by our past leaders. I am excited to learn from the caring, thoughtful, and inspiring servant leaders of our past and the upcoming leaders who will shape our future. I wish you all safe travels to New Orleans! 

I hope you will join me for the leadership workshop entitled “Community Embeddedness: Taking Action to Support Change”, which will include panelists Drs. Mark Grimmert, Isabel Farrell, David Hof, and Jared Rose. They represent a wealth of knowledge and experience regarding community-responsive advocacy. Together we hope to not only present our experiences and ideas related to community-responsive action, but to engage participants in thinking about how the expertise of the panel might be applicable to addressing the differing cultural and societal needs present within the communities represented in the room.

At the beginning of the Leadership Workshop, we will honor the individuals who were selected as the 2019-2020 Chi Sigma Iota Leadership Fellows and Interns. We will also recognize the distinguished individual who will serve as the CSI 2019-2020 Fellow for the Edwin L. Herr Fellowship for Excellence in Counseling Leadership and Scholarship. The award recipients of the 2018-2019 CSI and CACREP jointly sponsored Leadership Essay Contest will be recognized.

The Delegate Business Meeting and Awards Ceremony is scheduled for Saturday, March 30 from 1 to 3 p.m. in the Hilton New Orleans Riverside Churchill D. This meeting provides a forum for chapter delegates to receive a summary of chapter annual reports and other important organizational updates from the CSI Executive Council and Headquarters staff. To maintain active chapter status, each chapter must be represented at the Delegate Business Meeting once every three years and have their attendance formally recorded. Delegates were asked to pre-register for the event. If you are representing your chapter, please download the 2018 Delegate Business Meeting minutes for the event by April 1, 2018. As part of the formal business meeting, you will be asked to vote to approve the minutes from the 2018 Delegate Business Meeting, so please review those in preparation for the meeting.

During the Delegate Business Meeting, CSI will honor several of our 2019 CSI International Award Honorees, Excellence in Counseling Research Grant recipients, Chapter Development Grant awardees, and Statewide/Regional Networking Grant recipients. Other awards that we will celebrate are Outstanding Practitioner, Outstanding Practitioner Supervisor, Outstanding Research, Outstanding Entry-Level Student, Outstanding Doctoral Student, Outstanding Journal of Counselor Leadership and Advocacy Article, Outstanding Service to the Chapter, Jane E. Myers Lifetime Mentor Award, Outstanding CFA, Outstanding Chapter, Outstanding Chapter Individual Program, and Outstanding Chapter Newsletter.

This is a critical meeting for chapter delegates to engage in with CSI International and Headquarters Staff to get information about current initiatives and opportunities. As a reminder, attendance is required at least once every three years to retain active chapter status and to ensure the receipt of chapter rebates, an important domain of support from CSI International for our chapters.

Chapter Faculty Advisors Training

The success of our chapters depends upon the dedication and engagement of our Chapter Faculty Advisors. CSI International and Headquarters staff value the hard work and involvement of our CFAs as the success of our chapters ensures the thriving of CSI, our members, and our profession. Our training for CFAs will be held on Saturday, March 20th from 11:00 a.m. to 12:30 p.m. in Churchill D of the Hilton Riverside Hotel. Dr. Peggy Ceballos and other members of CSI’s CFA Committee will share strategies for building strong, active chapters. Trainers will address topics related to membership, mentorship, fundraising, and cultivating alumni involvement in chapter activities. CSI grants, internships, fellowships, and awards will also be discussed. New CFAs and doctoral students interested in serving as CFAs are encouraged to attend. The training will be interactive and responsive to attending CFAs’ needs.

Chapter Leaders Training

Chapter leaders will provide the necessary foundation for in-depth discussion related to the strategies that build successful chapters and foster the development of chapter membership. The Chapter Leaders Training is scheduled for Saturday, March 30th from 4:30 to 6:00 p.m. in Churchill D of the Hilton Riverside Hotel. The training session will include topics about professional and program development, community engagement, mentoring and leadership strategies. The Chapter Leaders Training will be an information, insightful session facilitated by Dr. Julia Whisenhunt, Dr. Joe Campbell, Leslie Contos, and Sunny Teeling.

In Appreciation

Chi Sigma Iota represents the pinnacle of responsive, professional leadership in counseling. I am honored to have had the opportunity to prepare for this year’s CSI Days at ACA with Drs. Holly Hartwig Moorhead and Nicole Hill. They embody measured, thoughtful, and principled leadership that promotes the ideals of wellness. I am grateful to walk alongside them and learn from their experience as leaders and their perspectives regarding how we as a profession can collaboratively achieve a future that welcomes those who believe in our collective vision. I look forward to meeting with chapter leaders, members, and counselors in New Orleans as we work together to construct our future, one built on a strong foundation continuously honed by our past leaders. I am excited to learn from the caring, thoughtful, and inspiring servant leaders of our past and the upcoming leaders who will shape our future. I wish you all safe travels to New Orleans!
CSI Days - New Orleans, LA

Friday, March 29, 2019

JCLA Editorial Board Meeting
8:00 - 9:00 AM

CSI Executive Council Meeting
11:00 AM - 12:30 PM

Leadership Fellows and Interns Orientation
2:00 - 3:00 PM

CSI Education Session: “Leading with Excellence: Taking Action to Support Change”
4:00 - 5:00 PM

Saturday, March 30, 2019

CSI Leadership Workshop: “Community Embeddedness: Shaping Our Future by Honoring Our Legacy”
10:30 AM - 12:30 PM

CSI Chapter Faculty Advisors Training
11:00 AM - 12:30 PM

CSI Delegate Business Meeting and Awards Ceremony
1:00 - 3:00 PM

CSI Committee Meetings
3:00 - 4:00 PM

CSI Chapter Leaders Training
4:30 - 6:00 PM

CSI thanks ACA for its support of 2019 CSI Days! Register for the ACA conference! Mark your calendars to join us at these events and the CSI sponsored poster sessions that will be presented throughout the conference program. Event locations are posted on the CSI website. Advance registration is requested for some events to allow adequate provision of refreshments that will be served.

Senior, March 31, 2019

CSI Education Session: “Cultivating a Culture of Mentorship in Chi Sigma Iota: Engaging as Multicultural Leaders”
7:30 - 8:30 AM

Journal of Counselor Leadership and Advocacy

Spring 2019 - Volume 6, Issue 1

Making Room for Leadership and Advocacy in Site Supervision
Cassandra Sterlie, Eric Balthrinic, Marivic Dee, Susanah Wood, and Jane Cox

Using grounded theory analysis, the participants participated in leadership and advocacy practices for seven site supervisors in clinical mental health settings. The participants conducted over 50 case studies to identify common themes and strategies used by supervisors to support and enhance leadership and advocacy.

Connecting with Others: Counselor Educator Identity Development in Hybrid Doctoral Programs
Stacy Carrillo and Deborah Rubel

Counselor professional identity development (PID) is an often-discussed topic, but limited attention has been given to the PID of doctoral students transitioning to counselor education. Through multiple case studies, this grounded theory study examined the PID of doctoral students within the context of hybrid counselor education programs. The findings showed that making connections with others was critical to the overall PID process. The researchers provide implications for doctoral student training and future research.

Requirements for Supervisors of Counselor Licensure Candidates in the United States
Thomas Andrefield, Michelle Gleeson, and Kelley McGough

This study collected and analyzed state requirements for supervisors of counselor licensure candidates, to determine which regulatory changes have occurred since Sutton’s (2008) last published study on supervisor credentialing two decades ago. Substantially more states now require supervisors to be licensed or possess at least two years of experience, in addition to completing supervisory training. Fewer states have established specialty supervisor licenses or require supervisors to be licensed counselors. Implications for professional advocacy are discussed.

Spring 2019 - Volume 6, Issue 1

Exemplar | Spring 2019
Enhancing Leadership Through Observation and Mentorship
by Michele Pinellas, Alpha Upsilon Sigma Chapter, Argosy University, Tampa
Doctoral Student/Professional Counselor/Counselor Educator Award Recipient

As a doctoral student, there have been many interactions with counselor educators and esteemed counselors of the profession that have enhanced my journey. While many of these interactions have occurred in the classroom, there have also been several that have been ignited at professional conferences and events. It is through these interactions that as a future counselor educator I am able to develop into my own version of the people I admire most. Many of the current professionals that I admired share qualities related to readiness to mentor graduate students and new professionals, as well as transparency of their own career journey. These professionals share in dialogue that is forthcoming yet respective and journey. These professionals share in discussion of these differences but bring them up in conversation in a dignified manner.

Given my own personal experiences, there is a great need for counselors to become mentors. The expectation appears to reflect philanthropic efforts of giving back to the profession through supervision of beginning counselors. Clinicians are often encouraged to become supervisors and charge rates that are similar to what they offer their sliding scale clients. In charging reduced rates for supervision, beginning counselors can seek qualified supervision from established clinicians at a fraction of the price. This supervision, beyond obtaining a graduate degree, is the first step in becoming an ethically effective counselor. I believe that to personally fill the expectation of mentorship as a counselor, I will strive to become a clinical supervisor and charge comparable rates for my own supervisees as well as serve as a Counselor Educator and trainer. Often counseling students are not able to gain knowledge from professionals beyond those who serve at their university. Giving counseling students the opportunity to attend conferences and workshops at a reduced rate through grants is my primary intention for serving in this mentorship role. In serving as a supervisor, I will commit to continuing my education to stay current in the best practices for supervising future counselors. I will also serve as a mentor by continuing to safeguard the profession and offer ethical criticism of counselors who are learning the techniques and skills of the profession. In doing these small things, I feel that I am doing my part in molding future community mental health and school counselors.

Counselor educators have an ethical obligation to serve as mentors and role models. According to the American Counseling Association (ACA) Code of Ethics (2014), counselor educators offer instruction and training programs in an ethical manner and serve as role models for professional behavior (ACA, 2014, F.7.a). Counselor educators are also tasked with the responsibility of safeguarding the profession while teaching future counselors the techniques and theories that will aid them in serving their own future clients. The mentors that I have most enjoyed have offered constructive feedback and affirmation in a way that is nurturing to my professional identity and empowering to my personal practice as a clinician. These mentors understand cultural differences and ensure that as a new professional I am made aware of how these differences can impact my own interactions with the clients that I serve. They are careful to not tread around making mention of these differences but bring them up in conversation in a dignified manner.

Currently there is a gap in adequate attention paid to concepts of advocacy, both for professionals and their clients in counselor preparation programs (Chang, Barrio Minton, Dixon, Myers & Sweeney, 2011). As the counseling profession continues to shift and expand its standards, Counselor Education and Supervision doctoral programs should modify curriculums to mandate that mentorship become a professional responsibility of the faculty, just as continued research and teaching responsibilities are. These CACREP programs and universities should also encourage trainings that grant the certification of clinical supervisor to alumni. These training programs should build the bridge with recently graduated students to help their entry into the counseling field. Methods of mentorship and leadership will continually need to be addressed in counseling preparation programs, as we as professionals are required to offer this information as well.
The Cycle of Mentoring
by Angelica McDaniel, Gamma Zeta Chapter, The University of West Georgia
Entry-Level Student Award Recipient

For years, I have heard how important it is for counselors to seek positive relationships with other professionals. My experience as a counselor-in-training has shown me that there is a great expectation for counselors to become mentors and to foster these relationships. I have had the privilege of having three wonderful people invest in me through such a long-term, mentoring role. From each of these relationships I have learned more about myself, my abilities, and service to my profession. Through these extraordinary mentors, I have seen what mentoring in counseling did for me and I can see how continuing this tradition now and once I am a counselor will continue to help the field of counseling produce the best counselors possible.

In my experience over the past four years, I have had a variety of mentors. A beloved part-time psychologist in the community helped me by giving me books, asking about my progress through the program, and listening when I needed to talk. A school counselor in the community has allowed me to shadow him, answered questions for projects, and sat down with me to discuss the benefits of studying school counseling and following the path to licensure. Finally, my advisor for my counseling program at the University of West Georgia assisted me in changing my focus from Clinical Mental Health Counseling to Professional School Counseling, taught me about opportunities through Chi Sigma Iota and is working to help me find funding to study abroad. Each of these mentors has brought me very different experiences, and each of these has helped me to grow as a professional and as a person. Because of these individuals, I learned that I was more geared towards working in the school setting, but could still meet my goal of obtaining licensure. Without their support, encouragement, and even expertise I would not know what mentoring looks like within counseling.

These poignant experiences have shown me that there is an expectation for counselors to become mentors to others in the field. Upon entry into professional counseling in the school system it is my plan to continue this tradition and meet the expectation of being a leader in my field and in my community. I have served the past four years in leadership roles in the local chapter of the Kiwanis club, a civic organization that strives to serve the children of the world. Additionally, I am currently the President of the Gamma Zeta Chapter of Chi Sigma Iota. These positions taught me leadership and ownership of the responsibilities I hold. Through these roles, I have learned the value of getting to know the ins and outs of my organizations and how to take care of the trust that has been placed in me.

The counseling field is no different than the leadership roles I have held. According to the Principles and Practices of Leadership Excellence, service to others is the primary reason for leadership (Chi Sigma Iota, 2018). Leadership, like mentors, has the responsibility of providing services to others. The primary reason for the counseling field is to assist those who are caught in their problems and to help them cope or better function as they work through those problems. Mentoring others in the counseling field allows those coming up in the field to be more well-rounded and better prepared counselors. They, in turn, will be equipped to mentor to the generation of counselors following them. This leads into the secondary Principle which speaks to continuing the commitment to furthering the mission of their organization (Chi Sigma Iota, 2018).

The Missions and Visions of both CACREP and Chi Sigma Iota strive to produce high quality counselors (CACREP, 2018; Chi Sigma Iota, 2018). Emerging counselors, like me, are taught multicultural competencies, ethics, and self-care. Through these important learning objectives counselors are prepared to work with every type of client. Supporting other counselors in this learning is another way for mentoring to play an important role in the development of leaders within counseling. Through mentoring, supervisory, and even consultation relationships counselors have the resources to ensure they provide sound and quality services to their clients. Beyond that, counselors have individuals who understand the field, to bounce ideas off, and talk to when cases are difficult to deal with. These resources help to ensure we can continue to preserve the human capital resources of counseling (Chi Sigma Iota, 2018).

After observing people as they poured their wisdom and energy into me, I realize that I have an important legacy to uphold. Even now through my role as President of my university’s chapter of Chi Sigma Iota, I can help to provide mentorship that allows newer students to learn what is ahead. I can also provide resources and advice that help them to study and prepare for exams that will increase the likely hood students become licensed, as well as provide information about obtaining practicum or internship sites, and information on what the application and job interview process entails. The legacy of mentorship in the field of counseling is one that unconsciously, I have been upholding for the past two years.

When I graduate, and get started in the field, I plan to continue to be a mentor. I will work to help students through providing supervision while they go through their practicum and internship. I will also join a group or even create one so that counselors in my area can easily consult or support each other. These may seem like small contributions, but like any form of mentoring, they will make a long-lasting and eventually large contribution to the field. Without the mentorship provided through my CACREP accredited program and the Gamma Zeta chapter of Chi Sigma Iota I may not have successfully made it this far in my program. As I complete my program, it is my turn to give back.
Michele Pinellas References


Angelica McDaniel References


Check Out Additional Leadership Resources from CSI!

CSI Leadership Webpage

**Principles and Practices of Leadership Excellence**

**Leadership Excellence Papers**

**Journal of Counselor Leadership & Advocacy**

**Leadership Essay Contest**

**CSI Exemplar Newsletter**

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