Editor Insights

Could anything be any more simple or straightforward than bacon and eggs? Sure, there are several “egg” dishes out there and bacon can be microwaved, fried, or baked. But most of us know what we are going to get when we order it. In essence, we know the main ingredient(s).

Simple can be misleading, though. At first glance, leadership can look simple. A person or a group of people lead others to achieve a task. We know our main ingredients—the leader and the followers. But, much like bacon and eggs, it can be a little more complex. What if the leader (bacon) hasn’t developed (undercooked) his or her leadership skills to be effective in empowering the followers? Will the followers have any direction (scrambled) or will they give up and lose interest in serving (over easy)?

Investing in leadership development is key to promoting healthy professional service. CSI President Dr. Nicole R. Hill is encouraging us this year to look closely at how CSI promotes leadership through mentoring. Our new Leadership Intern Editor Dr. Isabel Farrell introduces you to Dr. Hill in this issue. We also get a glimpse of how leadership and service looks in CSI by looking back at CSI Days in Atlanta, GA at the American Counseling Association conference. This issue celebrates the many wonderful contributions of CSI members and leaders who exemplify excellence in service to the profession. For example, our Associate Editor Dr. Bradley McKibben and his co-authors received the JCLA Outstanding Article award this year, former CFA Dr. Simone Lambert begins her term as ACA President in July, and lifetime member Dr. Sylvia Fernandez is CACREP’s new President and CEO. If you ask any of the leaders represented in this issue about leadership, I would hazard a guess that they each would have a different recipe. My advice is to not underestimate a bacon and egg style of leadership!
CSI’s fiscal year runs May 1st through April 30th. As members, we have much to celebrate at the end of our 2017-18 fiscal year and much to look forward to beginning our new 2018-19 fiscal year. As you read some of the highlights of the last year, you will see the results of the dedicated and hard work of our members, all of whom serve without compensation and with a shared commitment to excellence. Every month, CSI Headquarters publishes the CSI E-News for CFAs, chapter leaders, and members. Take a quick read and you will remain up-to-date on CSI member benefits, service opportunities, upcoming deadlines, and chapter requirements.

Membership

We welcomed a record 7,489 new members this past year, exceeding projections. These new members are part of almost 125,000 counselors who have been initiated into CSI since our Society was established in 1985.

Chapters

A record 294 chapters were active this year, and we celebrated a significant milestone: chartering more than 400 chapters in total since CSI was established in 1985! These record-breaking numbers of new members and active chapters are evidence of the investment of almost 550 Chapter Faculty Advisors (CFAs) within their chapter executive committees and the work of their chapters. Thank you to our valued CFAs!

When planning for the coming year, we encourage chapters to take note of the significant resources and support available on CSI’s website. CFAs can access essential tools for leading their chapters in the “CFAs” menu link on the CSI website. Bookmark the Membership Processing Checklist for a quick-reference chart to keep track of important timelines and steps for inviting new members, approving them, and planning for chapter initiations.

Chapter leaders can find almost every tool for essential chapter functions within the “Chapters” menu link. Use CSI’s Chapter Training Modules to help orient new executive committee members. Make sure your executive committee references the updated Chapter Leadership Manual for ready-to-use tips, processes, and materials for your chapter events, including initiations. It is always a good idea to refresh knowledge of CSI’s Approved Policies as well to make sure your chapter is complying with policies that help to ensure the integrity of our Society. A friendly reminder that the CSI logo, including chapter logos, are protected trademarks, and any use of the CSI logo or chapter logos must be approved by CSI International.

CSI Committees and Review Panels

The commitment of CSI members who serve as chairs and as members of our committees and review panels is seen in the significant work accomplished during the 2017-18 year. The work of CSI’s committees was essential to the success of CSI Days at the 2018 ACA Conference & Expo, and these highlights are just some of what CSI committees accomplished this past year.

• The CFA Committee offered an interactive workshop for CFAs, facilitated by Dr. Peggy Ce- ballos and Dr. Raul Machuca. Dr. Matt Glowiak and Sunny Teeling from the Chapter Development Committee worked with Dr. Stephen Kennedy, CSI’s Chief Operating Officer, to provide a Chapter Leaders Training.

• CSI’s Awards Committee Chair, Dr. Kristen Dickens, and other committee members coordinat ed the presentation of CSI’s 2018 Individual and Chapter Awards.

• The Professional Member Committee distributed sample brochures highlighting benefits of CSI membership for alumni and professional members. Chapters can order these brochures by contacting Dr. Barbara Mahaffey. This committee also published a new “Best Practices Guide for Connecting With CSI Professional Members and Engaging Counselors in CSI Chapters.”

• The Chapter Development Committee prepared a “Best Practices Guide for Chapter Mentorship Programs” that is available on the CSI website.

• In partnership with the Chi Epsilon Chapter at Georgia State University, the Counselor Community Engagement Committee distributed a list of local and national resources for crisis response.

• Members heard about the work of the Wellness Practice and Research Committee, CSI’s newest committee, that was co-chaired in its inaugural year by Dr. Tom Sweeney, CSI’s Founder and Executive Director Emeritus, and Dr. Laura Shannonhouse. Practitioners and researchers alike can find practical resources that the committee has compiled for wellness counseling practice and research on the “Wellness Research” menu link on CSI’s website.

At the end of the Delegate Business Meeting, representatives from several CSI committees were available to speak with attendees about volunteer opportunities. As CSI members, we corpor ate value servant leadership and the contribution every member is able to make in furthering CSI’s mission to promote excellence in counseling. Submit a Volunteer Interest Form online to learn more about serving on a CSI Committee, Review Panel, or Editorial Board and be part of the important work of our Society!
Member Benefits

Membership in CSI ($40 for renewing members; $50 for new members) is one of the most affordable ways to access quality professional development, collaborate with others to meaningfully contribute to the counseling profession, and financially support counselor education.

Webinars

This past year, live attendance at CSI's webinars grew to an average of 123 attendees. In total, CSI issued 2,244 hours of NBCC-approved Continuing Education to those attending live webinars as well as accessing recorded webinars, representing a broad range of timely topics, from neurofeedback and DBT, to ethical and legal issues related to child abuse and adolescent sexting, to qualitative research, to supervision. We are grateful to our webinar presenters who share their expertise without compensation. CSI’s webinars will begin again this fall and will be advertised in the E-News and online.

Publications

CSI members also have free access to the APEX award winning Exemplar, the Journal of Counselor Leadership and Advocacy that provides research and evidence-based recommendations in topics that promote scholarship, research, professionalism, leadership, advocacy, and excellence in counseling; and the Counselors’ Bookshelf, where reviews of professional books and media can be accessed 24/7.

Support for Counselor Education

Through CSI grants, fellowships, internships, and chapter rebates, our Society has returned more than $1.5 million to support counselor education. This is terrifically unique and impressive, and especially for a non-profit honor society! CSI membership helps small amounts of financial support go farther through our chapter rebate program by returning $10 for every active member to chapters that have met requirements to remain an active chapter. That means that every CSI member can be part of supporting counselor education just by being a member, as their membership dues combine with other members’ dues to make a significant impact.

Find a Counselor Directory/Find a Supervisor Directory

Members can sign up to be a part of, and may access, the Find a Counselor Directory and the Find a Supervisor Directory on the CSI website.

CSI Career Center

Need a job? Want to let CSI members know about your employment opportunity? Members can access CSI's Career Center online anytime.

Leadership Trainings

CFA Trainings and Chapter Leaders Trainings will be offered at all of the fall 2018 ACES regional conferences. Check your regional ACES conference program to find dates and times.

Celebrations and Continuing Commitments to Excellence

CSI’s Executive Council held its annual summer meeting in Greensboro, NC, at the beginning of June. CSI’s leadership reviewed reports from all of CSI’s committees and review panels. The work of CSI’s volunteers extends even beyond what is represented within the highlights from the past year noted in this update. Like all of CSI’s volunteers and leaders, Executive Council members serve without compensation, and their thoughtful planning for our Society’s new year reflects a commitment to continuing to support the important work of our members. As our profession continues to experience growth, change, and transitions, we invite every member to connect within CSI to celebrate the good things that are happening and to make a unique contribution to our shared mission of promoting excellence in counseling.

We enjoy hearing from members (office@csi-net.org or holly.moorhead@csi-net.org)! Please be in touch anytime. Best wishes for a good summer.
Leadership Capacity and Mentoring: Multicultural and Relational Leadership
An Interview with CSI 2018-2019 President Dr. Nicole R. Hill
by Isabel C. Farrell, Leadership Intern Editor

Each new year brings the opportunity for renewed fellowship and commitment to service. This past May, Chi Sigma Iota (CSI) welcomed Dr. Nicole R. Hill as the 2018-2019 President. I had the honor to interview Dr. Hill during the annual executive council summer meeting in Greensboro, NC. In this article, I share her story of her path toward becoming CSI President and her hopes for her future legacy and the future of our profession. Currently, Dr. Hill is the Dean of Education and Human Services at Shippensburg University. Dr. Hill earned her undergraduate degree from Hanover College in Indiana. She double majored in psychology and sociology, which shaped her view of the human condition as an interaction between society and individual lived experience. Then, she pursued a master’s degree in community agency counseling and rehabilitation counseling, followed by a doctoral degree in counselor education at Ohio University.

Dr. Hill’s service in CSI started as a doctoral student. She served as the Vice-President of Alpha Chapter, originally founded by Dr. Tom Sweeney. Alpha Chapter provided Dr. Hill with the perfect opportunity to find the connection and passion for service in the counseling profession. Motivated and inspired by Dr. Sweeney and Alpha Chapter, Dr. Hill continued to serve CSI as Chapter Faculty Advisor at Idaho State University’s Phi Omicron Chi Chapter, where she served for almost 10 years. Beyond the local chapter level, Dr. Hill also served on multiple CSI committees and on the Executive Council as Secretary. CSI has always been woven into Dr. Hill’s professional life.

One of the reasons for Dr. Hill’s continued commitment and service to CSI is due to CSI’s values for service and community. During the interview, Dr. Hill recalled that service and community have been instilled in her from her family since a young age through involvement in community service and events. Her family’s value toward service have continued to be the focus of her professional career. Dr. Hill shared that her professional desire is “wanting to be a part of transforming people’s experiences and communities in a way that enhances their wellbeing.”

I asked Dr. Hill what motivated her to run for the CSI presidency. Dr. Hill shared that being nominated is an honor and a privilege and that she is ready to join a group of leaders whose devotion, stewardship, and strategic investment through leadership, mentoring, and advocacy embodies CSI’s mission. It is Dr. Hill’s goal as a leader to nurture the next generation of counseling leaders in the same way leadership and connection was cultivated in her.

Dr. Hill’s presidential focus is building leadership capacity and mentorship, and having a space to reflect on who we are as leaders, who do we aspire to be, and how are we supporting other leaders. She expanded on her description to highlight how she sees our profession in a pivotal point of its development during which leaders need to cultivate and nurture leadership capacity and multicultural leadership. She disclosed “it is important for us as leaders to continue to challenge ourselves to seek and create inclusion, to ask ourselves who is invited to the table, how we ensure our table is where people want to be at, and that people are not only invited, but they feel like they belong.”

When asked how she would like to be remembered as President, Dr. Hill disclosed “I want to be remembered as someone that is relational, someone who values that, someone who takes the time to be empathic, and really tries to understand where the needs are.” Further, she stated she would like to be perceived as someone who is invested and dedicated to each individual and committed to CSI’s mission, while nurturing relationships. It is her hope to create space and infrastructure that continues beyond her role and to foster a shared commitment to invest in healthy communities.

Our interview concluded with a personal message to CSI members: “I want members to know that I value their work, it is really important the work that they are doing. There is a level of heartfelt investment, and thinking about the world we live in now, we are transformative agents that can build bridges and start the healing process for so many people.”

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Dr. Nicole R. Hill, CSI 2018-2019 President, presenting Outstanding Chapter Newsletter to members of the Alpha Beta Chi Chapter.
JCLA Outstanding Article Award
Development of the Dynamic Leadership in Counseling Scale - Self-Report
by W. Bradley McKibben, Delta Iota Chapter, Exemplar Associate Editor

Editor Note: Dr. McKibben and his co-authors were the recipients of the 2017-2018 Journal of Counselor Leadership and Advocacy Outstanding Article Award. We asked him to share a summary of their work.

My co-authors and I are humbled and honored that our article, “Development of the Dynamic Leadership in Counseling Scale – Self-Report” was selected for the JCLA Outstanding Article Award. I am equally honored to have co-authored this article with Dr. DiAnne Borders, Burlington Industries Excelence Professor at The University of North Carolina at Greensboro, and Dr. Terry Ackerman, Distinguished Visiting Professor at The University of Iowa. In this article, we developed a new survey of counseling leadership behaviors, and we reported initial evidence for validity and internal consistency.

I originally became interested in leadership as a research topic when I was a doctoral student. The more I became involved in professional activities and leadership opportunities, the more I had questions about what it means to be an effective leader. What should I focus on if I want to grow? What do strengths and growing areas look like for counseling leaders? The more I read and the more I listened to conversations about counseling leadership, the more I started to realize that counselors seem to talk about leadership in broad, sometimes vague, and esoteric terms. There also was not much literature published on leadership in counseling. Professions such as business, industrial/organizational (I/O) psychology, nursing, military, and education have extensive research bases in leadership within their respective disciplines, and in these research areas, one can identify concrete skills and attributes that define leadership. I wanted that for the counseling profession.

The goal of our article in JCLA was to make counseling leadership concrete enough that it could be measured. I frequently hear from other counselors that while we share some commonalities with other disciplines, counselors also lead in unique ways, partly as a function of our training and skills, and also as a function of context. Many of the prominent leadership opportunities in our field are time-limited, volunteer (unpaid) positions and/or involve working with other volunteers. This is different from employer-employee dynamics studied in business or I/O psychology. Thus, we took an emic approach to operationalize counseling-specific leadership skills by building off of a previously published article in the Journal of Counseling & Development (McKibben, Borders, and Umstead, 2017). That article broke down counseling leadership into themes, and we used the themes from that study to create a survey of counseling leadership behaviors.

We named the new survey intentionally. The “dynamic” term is a head nod to the theory that underlies the survey: dynamic systems theory (DST). Leadership is a complex social process, and it takes on many forms based on who is involved, the context surrounding individuals, and the group context. This idea is not new to counselors if we think about group counseling. Any given group experience is shaped by the individuals in the group, what they bring in from outside the group, and the group dynamic. From a DST perspective, any given leadership interaction that evolves does so nonlinearly and at random, resulting from a confluence of individual, dyadic, group, and contextual variables. Thus, no one leadership skill is better or worse than another because leaders must constantly adapt.

DST not only drove how we viewed the items on the survey, but also the scale we used. Rather than a traditional Likert scale, we used a bidirectional scale called the “too little/too much” scale. Each item is a leadership behavior that is evaluated in terms of under-utilizing/over-utilizing the behavior. The midpoint of the scale (0), is considered using a leadership behavior “the right amount.” When it comes to leadership behaviors, sometimes less is more and more is less. This scale accounts for that idea.

Finally, we intentionally named this survey a “self-report” because 1) it was created as a self-assessment of leadership behaviors and 2) we hope that future researchers will create an other-report version. Some of the most empirically rigorous and practically useful leadership surveys in other disciplines are 360-style assessments. In a 360-style assessment, an identified leader completes a self-report survey of their leadership skills, and those who work closely with the identified leader complete an other-report version of the survey. This allows
feedback to be triangulated and more objective for researchers; it also provides more depth and breadth of feedback to leaders.

Our survey published in this JCLA article was a first step toward measuring counseling leadership. Much more work needs to be done to refine (and perhaps shorten) the survey to investigate its utility across various leadership endeavors, counseling specialties, work settings, and demographics. We are honored to have this article published in JCLA, which has been a leading outlet for scholarship on counseling leadership. We hope you enjoy the article, and we are happy to assist researchers interested in using the survey.

Check out the full article:


Call for Exemplar Editor

CSI invites applications for the position of the Exemplar Editor. The Editor will serve a three-year term at the directives of the Executive Council beginning May 1, 2019. Interested persons should electronically submit a resume or curriculum vitae and a letter of interest to publications@csi-net.org no later than October 1, 2018. Although not necessary, contact information for two or three colleagues with whom you have published or edited could be helpful.

In service to the general membership of CSI International, the Exemplar Editor will provide leadership by implementing the purpose and vision of this publication as set forth by the Executive Council, the Publications Committee, and the CEO. The Editor is appointed by the President, with the approval of the Executive Council, for a three-year term. Reappointment may be considered for a second or subsequent term. The Editor works in consultation with the Publications Committee Chair and reports directly to the Chief Executive Officer. The role of this servant leadership position is described through the following responsibilities and duties below.

Role Description

Key areas of responsibility:

1-Provides leadership for development of the Exemplar as CSI’s premier publication for all members
2-Assures that the Exemplar addresses in a balanced fashion the needs of all members as consistent with the purpose of this publication
3-In cooperation with CSI’s leadership, seeks member input relative to topics of interest for publication
4-Develops plans for standard features and articles for submission that address the needs of all segments of membership
5-Identifies qualified authors and solicits articles for three issues per year
6-Serves as a member of the Publications Committee
7-Mentors new leaders into a servant leader philosophy to assure continuity of leadership for CSI’s publications
8- Recommends associate and assistant editors, as needed
CSI Days 2018

Atlanta, GA

by Nicole R. Hill, CSI President
CSI Days at the American Counseling Association (ACA) Conference and Expo in Atlanta, Georgia, this April provided meaningful opportunities for CSI members to connect, celebrate our collective accomplishments, conduct our formal business, and engage in professional development. I personally left our CSI Days feeling rejuvenated and inspired to continue to foster professional excellence in our roles as counselors, scholars, leaders, and advocates. My sincere hope is that those of you who attended had a similar experience and that we set the course for another year of exemplary leadership and impact across all levels of CSI.

As many of you know, for the first time in 2017 at the ACA Conference and Expo in San Francisco, California, the format for CSI Days was modified. This year marked the second year with a modified format, and we continued to work diligently to meet the needs of our CSI members and leaders, while ensuring we were within the parameters provided by ACA. The integrated breakfast with the CSI Delegate Business Meeting and the infusion of CSI Awards recognitions across multiple CSI events are a couple of examples of our efforts to optimize the time and space we did have. The beautiful execution of our CSI Days is largely due to the hard work and vision of Dr. Holly Hartwig Moorhead and the rest of the CSI Headquarters Staff. Our CSI Days success is also tied to ACA, who continues to provide us with the opportunity to host our members and leaders at the ACA conference each year.

Our first event of CSI Days was the presentation entitled “A Call to Action: How Counselor Community Engagement (CEC) May Support Refugee Populations” on the morning of Friday, April 27th. One of three education sessions sponsored by CSI (and provided by ACA) focused on critical areas of need and opportunities for counselors to positively support refugee populations. It was presented by longstanding CSI members who have unique expertise in how counselors can positively impact communities and refugee populations, namely, Drs. Matthew Glowiak, Cheryl Fulton, and Cynthia Bevly.

During the ACA Conference and Expo, CSI hosted its final face-to-face Executive Council (EC) working session for the fiscal year. As part of this EC meeting, we welcomed the new CSI Leadership Fellows and Interns (LFIs) who observed the working meeting to gain insight into how we function operationally. On Friday, April 27th, our two Interns and eight Fellows were officially welcomed to the LFI program, which provides an innovative and active leadership development opportunity grounded in the mission of CSI. The EC and LFIs also had an opportunity to meet and welcome Drs. Sylvia Fernandez and Simone Lambert into their new leadership roles (both of whom have been long-serving Chapter Faculty Advisors). Dr. Fernandez was poised to begin her position as CEO and President of the Council for the Accreditation of Counseling and Related Educational Programs (CACREP), and we celebrated the legacy of our collaborations with CACREP. We also congratulated Dr. Lambert on her election as incoming President-Elect of ACA and expressed our commitment to ongoing partnership with ACA.

The EC working session was immediately followed by the LFI Orientation meeting, during which our CSI leadership shared their warm regards and hopes for growth and transformation across the LFI year. Incoming LFIs were joined by LFIs completing the program, and the remaining part of the Orientation revolved around discussion about what to expect and how to optimize the LFI experience.

On Saturday, April 28th, our morning started with a breakfast buffet as we welcomed chapter representatives to our CSI Delegate Business Meeting. The CSI Delegate Business Meeting included updates from the CSI President, Treasurer, and Headquarters Staff. CSI Approved Policies regarding rebate checks, chapter logo use, trademark use, chapter internet presence, declined members, and plagiarism. Dr. Hartwig Moorhead overviewed the Member Management System, CSI Webinar engagement data, social networking data, and key deliverables from the CSI Committees. Incoming and outgoing Executive Council members were recognized, and the official passing of the gavel between the CSI President and President-Elect happened. Outstanding Chapter Awards, Outstanding Individual Awards, Edwin L. Herr Fellowship, Thomas J. Sweeney Professional Leadership Award, and Jane E. Myers Lifetime Mentor Award recipients were recognized. CSI chapter representatives also had an opportunity to ask questions, and they were encouraged to volunteer in leadership opportunities. Attending the CSI Delegate Business Meeting is a tri-annual obligation of all chapters to remain active and eligible to receive chapter rebates, and the session is highly informative and provides opportunity to connect with representatives from a wide variety of chapters.

Dr. Nicole R. Hill
President
The remainder of Saturday morning and early afternoon involved robust chapter trainings, one for Chapter Faculty Advisors (CFAs) and one for Chapter Leaders. Our training for CFAs was Saturday morning and was led by Drs. Peggy Ceballos and Raul Machuca, two of our exemplary CFAs. Attendees at the training focused on membership cultivation and retention, engagement of alumni and faculty, mentorship of chapter leaders, online resources, and program development. The 2017-2018 CSI Outstanding Chapter Faculty Advisor Award recipient was recognized. In the early afternoon, the Chapter Leaders training was conducted by Dr. Matthew Glowiak, Ms. Sunny Teeling, and Dr. Stephen Kennedy. Dr. Glowiak and Ms. Teeling are two experienced CSI members who were joined by Dr. Kennedy, the Chief Operating Officer of CSI, to discuss a range of issues impacting chapter leadership. As part of the Chapter Leaders Training, recipients of the CSI 2017-2018 Outstanding Chapter, Outstanding Chapter Individual Program, and Outstanding Chapter Newsletter Awards were recognized.

Saturday afternoon also included the second education session focused on professional association leadership within internationalization, “Leading the Way in Internationalization: Contributions of Our Professional Counseling Organizations.” The presentation was aligned with Dr. Barbara Herlihy’s Presidential focus on globalization in counseling, and it was presented by Drs. Herlihy, Andreea Szilagyi, Melissa Fickling, LoriAnn Stretch, David Kaplan, and Ms. Lisa Dunkley. The presenters, as prominent counseling leaders, shared their experiences grounded in systems-level work related to globalization initiatives of CSI, ACA, National Board for Certified Counselors, and CACREP.

Across Friday and Saturday, 25 CSI featured poster sessions were delivered by numerous CSI members from multiple CSI chapters. Topics ranged from cross-cultural mentoring in counselor education and the wellness model to chapter programming to promote self-care and the impact of global events and social media. The level of expertise, programming, advocacy, and leadership reflected in the CSI poster sessions was inspiring, and we are grateful for ACA providing the opportunity for our featured poster sessions.

CSI Days 2018 culminated with the Leadership Workshop on the morning of Sunday, April 29th. The focus of the Leadership Workshop was grounded in my presidential emphasis on Cultivating a Culture of Leadership and Mentorship, which challenges each of us, individually and collectively, to enact our values of excellence, wellness, and human dignity. The Leadership Workshop was entitled “Building Community as Leaders during Times of Adversity and Opportunity” and was facilitated by Dr. Danica Hays and joined by Mary Chase Mize, Kalesha Jenkins, and myself who served as panel members and described examples of how Dr. Hays’ principles had been enacted by our chapters. The Leadership Workshop concluded with a Q & A and discussion session. At the Leadership Workshop, we honored the CSI 2018-2019 Fellow for the Edwin L. Herr Fellowship for Excellence in Counseling Leadership and Scholarship and the recipients of the 2017-2018 CSI and CACREP Jointly Sponsored Leadership Essay Contest.

As you can see from the list of events at CSI Days 2018, we had a host of exemplary workshops and leadership development programs for our members. CSI Days is a time of collective recognition and celebration, professional development, and leadership skill cultivation. Please be certain to join us in New Orleans for CSI Days 2019!
The Chi Sigma Iota Leadership Fellows and Interns (LFI) program is one of the most unique and coveted leadership training experiences in the counseling profession. Each year, CSI receives applications from a competitive pool of candidates from across the nation, often serving in highly active chapters. Based on their record of chapter involvement, professional service, clarity of fellowship goals, and letters of recommendation, the LFI Selection and Mentoring Committee chooses 10 new Fellows, 2 of whom will serve as Interns.

The LFI Program is designed to enrich the professional lives of some of our most promising leaders in the counseling profession through a combination of service, networking, and mentorship opportunities. All LFIs received support to attend the American Counseling Association’s Annual Conference where they volunteered at CSI Days activities including the CSI Business Meeting, Chapter Leader Training, Chapter Faculty Training, CSI Leadership Workshop and CSI sponsored education sessions. They also attend the CSI Executive Council Meeting, greeting current leaders and observing how CSI conducts business. Throughout the year, the LFIs take active service roles on committees and assist with other special projects. At the conference and in these services roles, LFIs get a chance to network with leaders in the profession and sharpen their own leadership skills. The two Interns assume additional duties to advance their scholarship skills by becoming Assistant Editors to either the Exemplar or Journal of Counselor Leadership & Advocacy. They also attend the summer meeting of the Executive Council to observe and contribute their perspectives on key organizational decisions.

CSI is highly invested in its LFIs and seeks to advance our next generation of counseling leaders. To this end, LFIs are paired with a current or former leader of CSI who will serve as their mentor throughout the year. LFIs and mentors meet individually to discuss the mentees’ leadership and professional development within CSI and beyond. This is a unique opportunity for any emerging leader in our profession.

We are quite pleased to have such an outstanding group of LFIs for the 2018-2019 year. Congratulations to you all and thank you for your service!

Interested in applying for CSI’s LFI program next year? Visit CSI’s LFI webpage to learn more!
With each new academic year comes new transitions for educators and leaders. One exciting change is the entry of the new President & CEO of the Council for Accreditation of Counseling & Related Educational Programs (CACREP). Recently, I had the opportunity to get to know Dr. M. Sylvia Fernandez (CSI Lifetime Member) and learn about her plans for this upcoming career transition.

Her education and credentials include:
- PhD in Counselor Education from Southern Illinois University-Carbondale.
- Licensed Professional Counselor with a Supervision Specialty License in Arkansas.
- National Certified Counselor and a National Certified School Counselor by the National Board for Certified Counselors (NBCC);
- Approved Clinical Supervisor by The Center for Credentialing and Education (CCE).

Notably, Dr. Fernandez shared that her starting point in professional service in the counseling profession began as a doctoral student at SIU, as she had faculty who were engaged in professional service who served as great role models. Now serving in the counseling profession for nearly three decades, she has held a wide variety of service and leadership positions.

During her tenure as a professor at University of Arkansas, Dr. Fernandez served in a variety of leadership roles including, Arkansas Counseling Association President, Arkansas ACES President, and Board Member of the Professional Membership Committee of ACA. She also served as Chair on the Arkansas Board of Examiners in Counseling. Since the university did not have a CSI chapter, she initiated a local chapter and served for six years as the Chapter Faculty Advisor. This time, she also maintained a private practice, which she stated kept her relevant in her counseling skills, while also enhancing her pedagogy. Later, she transitioned to Barry University, where her career path has included five years as a faculty member, then five years as a department chair, and then the most recent six years as Associate Dean. Similar to her last institution, she served as the local CSI Chapter (Beta Upsilon) Faculty Advisor.

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During her tenure as a professor at University of Arkansas, Dr. Fernandez served in a variety of leadership roles including, Arkansas Counseling Association President, Arkansas ACES President, and Board Member of the Professional Membership Committee of ACA. She also served as Chair on the Arkansas Board of Examiners in Counseling. Since the university did not have a CSI chapter, she initiated a local chapter and served for six years as the Chapter Faculty Advisor. This time, she also maintained a private practice, which she stated kept her relevant in her counseling skills, while also enhancing her pedagogy. Later, she transitioned to Barry University, where her career path has included five years as a faculty member, then five years as a department chair, and then the most recent six years as Associate Dean. Similar to her last institution, she served as the local CSI Chapter (Beta Upsilon) Faculty Advisor.

Dr. Sylvia Fernandez

After speaking with Dr. Fernandez, I have come to recognize why she was selected for this important role. Dr. Fernandez brings a breadth of experience in the counseling profession across the last three decades.

Her education and credentials include:
- PhD in Counselor Education from Southern Illinois University-Carbondale.
- Licensed Professional Counselor with a Supervision Specialty License in Arkansas.
- National Certified Counselor and a National Certified School Counselor by the National Board for Certified Counselors (NBCC);
- Approved Clinical Supervisor by The Center for Credentialing and Education (CCE).
When discussing the topic of professionalization, Dr. Fernandez described to me what she saw as "the little c" and "the big C." When individuals think of "the little c," it is referring to what we do as professionals: we counsel. "The big C" refers to who we are as a profession: we are counselors. Developing and enhancing the professional identity of counselor is what needs the most attention in our profession. She shared, "We are now in a place in our profession where there's a shift in many professional counseling organizations and the profession is recalibrating. More than ever, we are on the same page, which creates a collective voice, and which has more power for our advocacy efforts.

When asked about what piqued her interest in the position of CACREP President & CEO, she described it serendipitously: "Professionally, it seemed like a natural progression in terms of scope that I can do and the skills that I bring. The time was right professionally and personally. Recognizing that some of the things that were happening in counselor preparation and credentialing all seem to be lining up. Counseling is more and more being recognized as a profession, not just an activity that we do.” She emphasized, “I have a unique opportunity to bring perspectives from different vantage points.”

We concluded with discussion about her vision for the next five years. While she does not have a solidified answer for what the next five years will look like, she did state, "We all have a new opportunity to forge relationships for the sake of unifying our profession."

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 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.

Dr. Litam’s roots in advocacy began with her involvement in the Ohio Counseling Association (OCA). In 2016, Dr. Litam served as the event task chairperson for the OCA Legislative Advocacy Day, where counselor educators, counseling students, and practitioners received training on legislative advocacy and met with legislators to promote counselor identity and to advocate for relevant topics. Drs. Litam and Kress also created a Legislative Advocacy Day. Under Dr. Litam’s leadership, event attendance increased 300% and over $2000 in revenue was generated for the state branch.

The following year, Dr. Litam served on the ACA governing council as the elected student representative. In July 2017, Dr. she attended ACA’s Institute Leadership Training (ILT) Day on the Hill. She used this opportunity to meet with Ohio legislators and senators to talk about the importance of funding current mental health counseling initiatives such as the vitality of school counselor presence in PK-12 schools. This was an amazing experience that provided Dr. Litam with another opportunity to advocate on behalf of counseling.

When asked about the most urgent issues facing the counseling profession, Dr. Litam identified establishing a strong professional counselor identity and licensure portability. As a member of the ACA Governing Council, Dr. Litam can attest to our profession’s commitment toward navigating these important issues. Advocacy has highlighted that change does not happen overnight; in fact, change takes time. Change is multi-systemic so counselors must advocate on state and national
and national levels to address issues from all sides. Dr. Litam believes it important for counselors and counselor educators to possess a shared vision of our profession and to be willing to take the necessary steps to pursue change. She often reminds herself that baby steps are still steps.

Dr. Litam is driven to leave the world better than how she found it, and advocacy provides one platform to do just that. She is passionate about creating a space where counselors are recognized for all of our contributions to the helping profession. She believes that counselors and counselor educators in positions of leadership are uniquely positioned to serve as role models for counseling students. Dr. Litam conveyed that it is essential to continue highlighting emerging issues while simultaneously strengthening our professional counselor identity.

View Dr. Litam’s interview, along with other professional advocacy agents, at CSI’s Professional Advocacy Agent page.

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Call for Student Reflections
2018 Fall 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 September 1, 2018, to: Dr. Donna Gibson, Exemplar Editor, exemplar@csi-net.org