Career Beliefs & Counseling: Dr. John Krumboltz
Sharing Research and Knowledge

Linda Grubba
Kappa Chapter

Dr. John Krumboltz

"I'm not good at anything." I'm stuck in a dead end job.

How often have a counselor's efforts come to a standstill when faced with self-defeating attitudes such as these?

Dr. John Krumboltz, of Stanford University, addressed this issue at the "Scholars Across Generations" program during the recent AACD Convention in Baltimore.

Assisted by his wife, Betty, Dr. Krumboltz presented an overview of his latest assessment instrument, "The Career Beliefs Inventory", and a practical framework for implementation in the counseling setting. Through role plays, humor, and lecture the audience was exposed to an additional dimension of the often complex task of career counseling.

The Career Beliefs Inventory (CBI)
The CBI is a 96 item, 25 scale assessment instrument that provides additional insight into an individual's belief system about self and the world of work. This, in turn, permits the identification of areas of belief that create barriers to the career decision making process. At present, it is the only instrument of its kind.

The creation of this instrument came about as part of the "natural flow" of Dr. Krumboltz's Social Learning theory and his own experiences with career decision making. It has taken twelve years to develop and was "normed on over 7,500 people from junior high students to older adults - in the United States and Australia."

Beliefs such as, "I'll never be able to find a job," are easily identified and worked into a framework of counseling that allows change and movement. Krumboltz describes the CBI as an instrument that, "provides clients with an opportunity to discuss and examine the hidden assumptions within their beliefs - it makes career counseling more complete."

Framework for Counseling
Three basic premises are the foundation for belief exploration.
1. All clients have career beliefs.
2. Beliefs can cause trouble.
3. Beliefs can be changed.

"Negative career beliefs are difficult to identify at the time," says Krumboltz, "it's often not until later in life that one can look back and see their effects."

A Four-Step Process
The first step in the process involves listening and gathering data about the client's beliefs. At this stage, "The Career Beliefs Inventory" assists in helping to identify troublesome beliefs in a non-threatening manner.

The predicament lies in the fact that many of our beliefs contain a certain amount of emotional investment which makes it increasingly difficult to change.

It is in the second step of the process that the counselor reframes the problem.

Often the problem is just a matter of misinformation. Such as the client who believes that all lawyers must be good at making speeches. However, other instances may require the distinction between emotional and intellectual beliefs and require complex changes in patterns of behavior.

Therefore, the counselor must be able to "define a manageable problem by breaking what seems to be a massive problem down into manageable subgoals."

Being able to pick up on the metamessages plays an important role at this stage, for as Dr. Krumboltz states, "events don't control feelings, our interpretations do." Unfortunately, (Continued on page 8)
1991-92
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1991-92 CSI LEADERSHIP DIRECTORY

Dr. Rose A. Cooper

CHI SIGMA IOTA conducted several important activities during the Convention of the American Association for Counseling and Development in Baltimore on March 28 and 29, 1992.

A Successful Convention

We left the Convention with a feeling of having accomplished our mission and achieved our goals. The number of CSI members in attendance at all the planned functions was larger than in previous years. The feeling of those who came was positive. The results of our efforts were tangible. We planned well. We reaped the results of our high intention, sincere effort, good direction, and realistic execution.

Someone said that “Excellence can be attained if you care more than others think is wise, risk more than others think is possible.”

The Officers and Committee Chairs of CSI care, take risks, dream a lot, expect excellence, and get it.

Executive Council Meeting

During the CSI Executive Council Meeting we heard the reports of the Officers and Committee Chairs. Inactive Chapters were assisted in improving or rectifying troublesome situations. The 1991-1992 CSI “Handbook of Annual Reports” was completed and sent to all Chapters. Officers for 1992-1993 are ready to assume their respective responsibilities. Dr. Nicholas Vacc from

North Carolina is the new President-Elect. Susan Tynes from Louisiana is the new Secretary. Dr. Carol Bobby from Virginia is the incoming President. We are set to continue our work this coming year.

The format for the CSI Newsletter was revised this year. A new printing company and printing location were used. The results were outstanding.

The “Oral Histories Project” was continued. Additional interviews were taped during this Convention.

Membership

Membership growth from 100 Chapters in 1991 to 110 Chapters in 1992, from 5,283 individual members in 1991 to close to 7,000 individual members in 1992 was due in large measure to the efforts of Connie Fox and Robb Adams, the Membership Committee Co-Chairs, and to the efforts at CSI Headquarters.

A Distinguished Speaker

Dr. John Krumholz, a CSI Distinguished Scholar, conducted a two-hour Skill-Building workshop titled “Chi Sigma Iota: Scholars Across the Generations” to a packed audience on Saturday, March 28.

Awards and Recognition

Two CSI Officers were recipients of prestigious AACC Awards. Dr. Larry Loesch, Past-President, and Dr. Nicholas Vacc, President-Elect and CSI Newsletter Editor, received the 1992 AACC Arthur A. Hitchcock Distinguished Professional Service Awards.

The 1992-1993 Interns are Gloria Anderson from Alabama, and Quinn Pearson from Louisiana. 1992-1993 Fellows were named: Diana Albright from Ohio, Mary C. Baker from New York, Sally B. Blanton from North Carolina, Reina W. Brashear from Alabama, Alice T. Lefford from North Carolina, Aurora R. Palacio from the Philippines, Patricia C. Pallotta from Ohio, and Mark Pringle from New York.

During the Awards presentations, Dr.

(Continued on page 12)
The Executive Director's Update

Thomas J. Sweeney
Executive Director

GSI is Growing!
Chi Sigma Iota International headquarters is very proud to report that we now have over 7,000 members and 111 chapters in the U.S. and abroad. 210 of our members are life members, and we have 12 Distinguished Scholars.

Chapters Unite
CSI now has two groups of chapters that have organized within their state or area. Five chapters in Northeastern Ohio formed NEON (Northeast Ohio Network). As stated by the Network, "The purpose of this coalition is to strengthen, harness, and use the collective resources of CSI in this neck of the woods."

The nine chapters of Louisiana are also joining forces. Dr. David Spruill of Alpha Chi Chapter (Louisiana State University - Baton Rouge) has agreed to serve as Statewide Coordinator. In addition to networking for the purpose of sharing ideas, successes, concerns, etc., these nine chapters are initiating a statewide awards program.

We are proud of the enthusiasm shown by these chapters and look forward to receiving progress reports of their networking efforts. If you would like a list of the chapters involved, or more information on forming a chapter network, please contact CSI Headquarters.

Members-at-Large
As most of you know, Alpha Chapter is the home chapter for many of the At-Large members of CSI. Because they do not have a close local base or are not close to the Athens base, these members are often "neglected." We are beginning to reinstate many of the services that have not been provided in the past few years because there has been no secretary for Members-at-large. This is about to change with this election. However, we still need your assistance. If you have any ideas for ways to provide services or benefits for the At-Large members, please contact Brenda Fling, Alpha Chapter President c/o CSI Headquarters.

Chapter Happenings
Beta Alpha Omega Chapter at the University of Colorado at Denver is beginning its fourth year of existence. Dr. Andrew Helwig founded the Chapter and continues to serve as Assistant to the Executive Director. Beta Alpha Omega has doubled its membership in the last two years, and has several events planned for this year including a faculty panel presentation. At the October initiation ceremony the guest presenter was Bea Romer who has a master's degree from CU-Denver in Educational Psychology.

Alpha Omega Chapter at the University of Toledo held a Rush Party in their Student Union to encourage membership. Dr. Martin Ritchie, professor of Counselor Education at the University of Toledo, spoke regarding counselor licensure requirements in the state of Ohio. Due to the success of the event, the Chapter plans to make it an annual event.

Rho Alpha Beta Chapter at the University of Arkansas continues to publish a monthly newsletter informing CSI members of news and activities. The chapter has been actively involved with state and national conferences and professional development activities. The Chapter holds regular colloquia and brown bag luncheons on various topics in the counseling field. Anne Murphy is the President of the Rho Alpha Beta Chapter.

Member Achievements
Dr. Daya S. Sandhu, Assistant to the Executive Director of Upsilon Lambda Chapter at University of Louisville, was

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A Forum for Presidential Candidates

One of the little-known events at the AACD Convention is the annual open forum for presidential candidates. Held this year on Monday, March 30, the forum offered an opportunity for those individuals planning to run for the AACD presidency to be introduced and to respond to questions from the Nominations and Elections Committee and from those in attendance. Although it is an annual event and an opportunity to talk directly with important leaders in the profession, the audience typically is small. This year, approximately 20 people attended the forum.

Five people have indicated their intention to run for president in the next election. The person selected will serve AACD as president beginning in July, 1994. Three of the five candidates were able to attend the open forum; they are Michael Altekruse, Doris Rhea Coy, and Wyatt Kirk. The other candidates are Joyce Breasure and E.H. (Mike) Robinson.

During the forum, the candidates, as well as the audience, raised and discussed a number of important issues and questions related to the counseling profession. The trends identified by these leaders are highlighted below.

* What is a counselor? Who are we? We, as a profession, need to clarify our identity. How are we different from other helping professions? What are the common threads that connect the various counseling specialties into one profession?

* Credentialing and licensure continue to be important issues. As we continue to clarify our identity, we also need ways to communicate it to others outside the profession. Credentialing and licensing professional counselors will help develop public understanding of and confidence in the services we provide.

Collaboration

* There is a need to increase and strengthen collaboration. We need to connect and cooperate with related professions and professional organizations. We also need to connect and cooperate within our own profession. Collaboration is essential between specialties, settings, divisions, regions, and state branches.

* Counselor education programs also need to collaborate with the trainers of our professional colleagues in order to increase collegial awareness of teamwork and professional roles. For example, collaboration with trainers of school administrators could help to produce counselors and administrators who would work more effectively together and form a strong team to better serve the students.

Diversity and Multiculturalism

* We need to attend to multicultural issues. Diversity offers richness and strength, but we must find additional and more effective ways to celebrate it and draw on its strength.

* How can we increase diversity within the profession? One response is that we must increase diversity in recruitment for counselor training programs.

* While multicultural issues and diversity have been a major focus within the profession recently, there is still a need for a more concrete model for practice. What do we mean by "multicultural counseling"? How do we identify it? How do we train counselors to practice it? What are its characteristics? What are its outcomes?

Outcomes Assessment

* Assessment of outcomes is of concern in many fields. We need to continue researching the effectiveness of counseling, perhaps including a national research project or network.

Additional Trends

* Each of us knows that technology is changing rapidly and dramatically, affecting our work and our lives. How will the counselors of today deal with technology of tomorrow?

* Leadership development is a continuing need within AACD. Strong leaders emerge from the membership, and they need encouragement and opportunities to come "up through the ranks" to positions of national leadership. The regions are designed to support this process. The AACD Strategic Plan also addresses this important source of organization, strength and renewal.

* The coming years will see many current school counselors reaching retirement. How will the profession respond to a possible shortage of school counselors? Are counselor education programs prepared to meet this need?

And the names, they are a-changing . . .

The continual examination and clarification of professional identity by groups in various parts of the profession have resulted recently in name changes for several of our professional organizations.

* The American Association for Counseling and Development (AACD) will officially become the American Counseling Association (ACA) on July 1.

* The Association for Measurement and Evaluation in Counseling and Development (AMECD) will become the Association for Assessment in Counseling (AAC).

* The National Employment Counselors Association (NECA) will become the National Employment Counseling Association (still NECA), to reflect the fact that some professionals who do employment counseling do not hold positions with the title of employment counselors.

* Finally, welcome to the newest division in ACA, the American College Counseling Association (ACCA). Granted official division status by Governing Council at its March meeting, ACCA at that time was 1260 members strong and growing.

ACA, AAC, ACCA . . . . . there seems to be a trend emerging here. Does anyone know what it means??
Scholars Across the Generation

Pioneer in Rehabilitation Counseling:

Dr. George Nelson Wright

Paula Helen Stanley
CSJ Associate Editor

Dr. George Nelson Wright

Dr. George Wright, a Certified Rehabilitation Counselor, has been professor of Rehabilitation Counseling and Director of the Rehabilitation Research Institute at the University of Wisconsin at Madison for 30 years. At the end of the 1991-92 academic year, he will retire, Professor Emeritus, from the university, having made major contributions in the field of rehabilitation counseling. One of his most significant contributions is CORE (Council on Rehabilitation Education) accreditation of which he is the founder.

Under Dr. Wright’s leadership, the Rehabilitation Counseling program at the University of Wisconsin has become recognized as the model for programs in rehabilitation counseling. In addition to his accomplishments as a program chair, Wright has received numerous awards for his national and international leadership, and has an extensive list of publications and grants.

The first statement Dr. Wright made concerning his own success was to make a tribute to his wife Patricia. His wife, who has a master’s degree in Social Work, has been extremely important in his family and professional life. During his career, he took his family, including his daughter and three sons, on consulting and conference trips whenever possible.

Education and Work Experience

Wright received a B.S. in social work from Indiana University and a M.S. and Ph.D. from Purdue University in Psychology. He has held many positions in rehabilitation counseling during and following his formal training.

Wright was a rehabilitation counselor with the Indiana Division of Vocational Rehabilitation for eleven years. He was a research fellow with the U.S. Office of Vocational Rehabilitation, Purdue University; National Director of Program, National Epilepsy League; Vice-President for Vocational Rehabilitation, Rehabilitation Care Consultants; and the principle investigator of numerous federal grants to study professional rehabilitation practice.

Wright is nationally and internationally known as a consultant in the field of rehabilitation counseling. He is an ongoing consultant for the Private Practice in Forensic Rehabilitation and Disability Determination. He has been a consultant for the U.S. Veterans Administration Counseling and Rehabilitation Program, United Cerebral Palsy Associations, and the U.S. Social Security Administration, Disability Insurance Program.

In an interview with Dr. Wright at the annual convention of the American Association for Counseling and Development (AACC) in Baltimore, March 1992, he described some life accomplishments of which he is most proud. One of these accomplishments is consulting with governments and/or school officials in organizing rehabilitation education programs at universities, including the University of Milwaukee & Stout (Menomonie) campuses, Indiana-Purdue at Indianapolis, Bar Ilan (Israel), Cumberland College (Australia), Jos (Nigeria), King Saud (Saudi Arabia), Japan’s Women’s University (Tokyo) and Fort Valley State (Georgia). He has been a consultant for the American Medical Association, American Public Health Association, (International) Association of Rehabilitation Facilities, Commission on Accreditation of Rehabilitation, Menninger Foundation, World Rehabilitation Fund, National Health Council, American Congress of Rehabilitation Medicine, Council of State Administrators of Vocational Rehabilitation, the U.S. Veterans Administration, World Health Organization, Easter Seal Society, and the Epilepsy Foundation of America.

Professional Responsibilities

Wright has participated nationally and internationally in professional organizations. He is a charter member of the Advisory Council, American Psychological Association (APA), Division 22 (Rehabilitation Psychology). He is a member of a Panel of Experts for the World Institute on Disability. Wright has been on the Executive Board of the APA, Division 22 and was President of that Division in 1983-84. In 1974-75, Wright was President of the American Rehabilitation Counseling Association.

Professional Honors

In view of Dr. Wright’s high level of productivity and commitment to his profession, it is not surprising that he has received many professional honors. He has received 30 major awards for distinguished services and achievements. In 1990, Wright received the Arthur A. Hitchcock Distinguished Professional Service Award presented by AACC; the Distinguished Career in Rehabilitation Counseling Research Award from the American Rehabilitation Counseling Association; and the Distinguished Senior Contributions to Counseling Psychology Award, Division 17 APA.

Wright has received the American Psychological Society Fellow and Founder Recognition for Distinguished Contributions to the Science of Psychology; Award for Distinguished Career Contributions to Rehabilitation, APA;

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one of three recipients of a 1992 Research Award from the American Association for Multicultural Counseling and Development. Other recipients were Drs. Fred Leong and Derald Wing Sue. With receiving the award at the AACD Convention in Baltimore, Dr. Sandhu presented two formal presentations.

Dr. Hirsch Lazar Silverman, Professor Emeritus of Seton Hall University and private practitioner, has been elected Diplomate of The International Society for Philosophical Enquiry, a society dedicated to the advancement of human knowledge through personal accomplishment, advanced inquiry, and creative contributions.

Dr. Richard A. Wantz, a Life Member of Chi Sigma Iota and an Associate Professor of Human Services at Wright State University, has been named the 1992 recipient of the Ohio Association for Counselor Education and Supervision (OACES) Research Award. In addition, his Life Career Development Assessment project was accepted for funding by the Wright State University Foundation.

An International Conference in Singapore

Chi Sigma Iota has been a professional affiliate sponsor for two successful International Conferences. The first was held in Hong Kong in December, 1989, and the second was in Sydney, Australia, in December 1990. The third conference was originally scheduled December 28-31, 1992 in Singapore. Optional excursions are available to either Thailand or Malaysia with each option having the ability to end up in Hong Kong afterwards. The air and hotel costs will be $1295 for those who reserve before May 1, 1992. After that date will be $1395 on a space available basis.

If you wish to have more conference information, write to Dr. Bill Evraiff, Department of Counseling, School of Education, San Francisco State University, San Francisco, CA 94132. FAX # (415) 338-7019. Conference registration must be made in advance with Dr. Evraiff.

Rehabilitation Counseling

American Rehabilitation Counseling Association Research Award; National Council on Rehabilitation Education "The Educator of the Year" award; Philippine Foundation for the Disabled (Certificate of Appreciation for Legislation assistance); and an Israel Government Silver Medal of Honor (presented by the President) for rehabilitation programming.

Publications

Wright is a prolific writer and researcher. One of his ten books of which he is most proud is Total Rehabilitation (1980: Little, Brown, and Company, 840 pages). He has written 24 research-based monographs, six published tests, 64 journal articles, and 26 book chapters and bulletins. Wright has presented over 150 formal paper presentations at national and international meetings.

Perceptions of Rehabilitation Counseling

During my interview with Dr. Wright at the AACD Convention in Baltimore, he described some of his perceptions of the counseling profession and his concerns in the field of rehabilitation counseling. One of Wright's greatest concerns for the field of rehabilitation counseling is the increasing nonproductive positions in our state organizations. He believes that more rehabilitation counseling jobs in direct service need to be created instead of the proliferation of administrative positions. The increase in administrative overheads over the past 2 or 3 decades interferes with the direct service of the rehabilitation counselor.

Wright said that "because of the increased administrative positions, now counselors must report details that demand much time. Counselors have much less professional time for their clients." He notes that 25-30 years ago rehabilitation counselors were encouraged to make more of their own decisions and spent 95% of their time in counseling and professional activities. They did very little paper work. He believes administrative tasks need to be reduced so more time can be spent in counseling.

Lack of Training

Another area of concern for Wright is the lack of training in the field of rehabilitation counseling. He stated that there is a "need for professional organizations to push for professionalism in the field—such as hiring only certified individuals." A counselor "needs a master's degree in Rehabilitation Counseling to be qualified as a rehabilitation counselor. Experience along will not do. Experience alone does not provide all the qualifications required for understanding theory and practice of rehabilitation counseling." He believes that unqualified counselors are doing harm or at least not the good they could do. The on-the-job learning experience of unqualified counselors is at the expense of the individuals who need good service.

CORE

One of the accomplishments of which Wright is most proud is the Council on Rehabilitation Education (CORE), which is the accrediting body for Rehabilitation Counselor Education. CORE, founded by Wright, is based on research gathered over a period of years by a student under the direction of Wright and funded by a U.S. grant. He believes that CORE is the model for accreditation for any counseling program. One of the strengths of CORE is its focus on continual evaluation.

I enjoyed interviewing Dr. Wright. He cares a great deal about people with disabilities and the students he has helped prepare to work as rehabilitation counselors. His students and colleagues paid him tribute with a reception in honor of his retirement during the AACD convention in Baltimore. The room was packed with former students and colleagues from the U.S. and overseas. Some overseas students who could not attend the reception telephoned. The respect and affection expressed by the students and colleagues at his reception were evidence of his commitment to the field of rehabilitation counseling and his influence as a respected mentor.
CSI Day Events

My initial thoughts concerning my experiences as an Intern and Fellow at the CSI events of this year's AACD convention centered on the direct impact of specific events. As such, our orientation meeting provided an opportunity for CSI Interns and Fellows to greet one another and to become acquainted with activities that lay in store for the remainder of the convention and the upcoming year. One of these convention activities was Dr. John Krumoltz's skill building workshop on the topic of career beliefs. The presentation was enjoyable and informative and is reviewed on page one of this issue.

Following Dr. Krumoltz's address, the Awards Program and Reception gave me the opportunity to meet and to learn more about academic and professional leaders of our honor society. Even more exciting than seeing the numerous contributions and accomplishments, was interacting with the contributors and leaders themselves. Learning more about the individuals behind these works was invaluable, unmatched by any secondhand experiences.

The Leadership Development Workshop and Annual Business Meeting were also invaluable. Not only were we exposed to effective leadership strategies and tips on planning and conducting business meetings, but also we witnessed effective leadership in action. I will never forget Dr. Rose Cooper's lesson on infusing business with humor, particularly when participants are trying to "sneak out" before a meeting has officially concluded.

Certainly, these events gave me an opportunity to learn more about the inner workings of the Executive Board and to share ideas with leaders from CSI chapters across the nation. Upon further personal reflection, however, I came away with much more than what is reflected in the agendas of the various CSI events.

A Reflection on Leadership

The word "leadership" resounds in my thoughts as I reflect upon CSI and the national convention. As an organization, CSI is one of the leaders in the promotion of scholarship and excellence in counseling, as indicated by such projects as participating in PACE ((Public Awareness of Counseling Excellence)), collecting oral histories of CSI scholars, and contributing to the AACD Library. Furthermore, almost too obvious to mention is the observation that our international leaders have been and continue to be prominent figures in AACD. After meeting with officers from local chapters, I am also convinced that they and their members are leaders in their professional and academic communities.

Reflecting upon our leadership also led me to the realization that without a sense of community and working together, CSI would have a hollow foundation. "Sometimes being a leader means carrying boxes." I can't remember how many times I heard this phrase. Neither can I fully convey the desire expressed by numerous local leaders to strengthen a sense of belonging, commitment, and involvement among our members. As more people help both to fill and to carry the boxes, the load can become not only lighter, but also more significant.

Never before have I felt so proud and honored to be a member of CSI. Membership can be simply another thing to put on a resume, or it can be an identity that we share with current and prospective members. Some have suggested that we have an "elitist" identity. What I saw instead was a sense of pride and excitement, as well as a strong commitment to expanding membership and increasing member involvement.

What I gained from CSI events was certainly much greater than the sum of the events. I learned what it means and how it feels to be part of CSI's leadership. Mostly, I am thankful for my renewed sense of belonging, creativity, and involvement. As an officer of the Alpha Eta Chapter and a CSI Intern, I look forward to participating in projects that will strengthen the foundation and contributions of our organization.
1992 Chi Sigma Iota Award Winners Named

Lois C. Wedi
Co-Chair, Awards/Research Committee

Each year that I chair the CSI Awards committee, I know more profoundly that CSI members are truly a special kind of people! The time, the care, and professionalism evidenced in the letters of support and in the preparation of the packets could merit an award of outstanding excellence, in itself! The responsibility of selecting the person/chapter, and research awards also becomes more challenging each year as the standards of excellence, commitment, vision, and involvement continue to grow. All of this is good news, of course!

Another piece of good news is the response to the first ever call for the names of outstanding members who are receiving Chapter awards. Hopefully, the inclusion of these persons’ names in the CSI Awards Program booklet distributed at the AACC Convention adds recognition, gratitude and affirmation for the excellence and commitment of so many Chi Sigma Iota members all around the world.

We would like to offer congratulations to the following 1992 CSI International Award Winners: Outstanding Newsletter Award, Nu Chapter at SUNY Brockport, NY; Outstanding Individual Program Award, Alpha Upsilon Chapter at the University of Akron; Outstanding Chapter, Beta Chapter at the University of Florida; Outstanding Entry Level Student, Sandra Lee Supan, Alpha Upsilon Chapter at the University of Akron, Outstanding Doctoral Level Student Award, Susan Fournet Tynes, Alpha Eta Chapter at the University of New Orleans; Outstanding Service to Chapter Awards, Robb Adams of Nu Chapter at SUNY Brockport, and Patricia Hart Keats of Rho Beta Chapter at the University of Virginia. The abstracts of the research award winners (Paula J. Britton, Valerie Stewart, and James Benshoff) are printed separately in this issue.

We would like to thank committee members who had the difficult job of selecting awards recipients. The CSI Chapter Awards Committee included Carol Gillian of the University of Akron, John C. Hotz of St. Cloud State University, Robert W. Harelson of San Francisco State University, and Marian Franklin of the University of North Carolina at Greensboro. The CSI ERIC/CAPS Research Awards Committee included Francis J. Lodato of Manhattan College, Rory B. Madden of Northern Arizona University, and L. Di-Anne Borda of the University of North Carolina at Greensboro. Congratulations to all members and chapters on their enthusiasm and hard work.

Career Beliefs
(Continued from page 1)

many of our clients come from worlds that bombard them daily with negative messages. Counselors have a responsibility to use the “power of words” in a manner that is positive to the career decision making process. The use of humor is also utilized as it helps put problems in perspective.

Discovering disconfirming evidence is the third step. The counselor encourages the exploration of assumptions that lie beneath beliefs, which then opens the way for a greater understanding of self. The example of the counselor who asked the unmotivated student to go to the library and research jobs which require no work, exemplifies how paradox is used at this stage.

The fourth and final stage of the framework involves the client in rehearsing behaviors that are incompatible to their beliefs. Role playing provides the client with the opportunity “to try out new behaviors in a safe environment.” Cognitive practice permits the client to appropriately label behaviors as negative or positive and move from self defeating thinking. Actual practice of the behavior in the real world helps to move the client to the final stage of change. “If you need to be convinced that you can do something you must do it - there is no other way.”

The framework Dr. Krumboltz presented allows the client to make changes on their own with the counselor acting as the facilitator. The client becomes an investigator into self. “For no discovery is quite as memorable as the discovery one makes himself.”

Implications

While Dr. Krumboltz sees this framework as useful with individuals he enthusiastically encourages its use in small groups. Group members are often able to provide one another with insights in a way that is far more powerful than a counselor’s intervention.

Written on a fifth grade reading level, “Career Beliefs Inventory” is a highly versatile tool that can be utilized with a variety of populations. Clients experiencing the effects of mid-life crisis may be helped to regain a feeling of direction. The early identification of beliefs may assist our youth in changing detrimental behaviors.

Questioning and examining our beliefs is a process of growth. Changing our beliefs is often the most painful part of the process. With this tool (CBI) and framework for counseling, counselors will become more adept guides through the journey of career decision making.

Scholars Across Generations

A fundamental purpose of Chi Sigma Iota is to promote the education and professional development of counselors. The Scholars Across Generations program affords counselors the opportunity to link with individuals who “have shaped our profession and inspired us to achieve excellence.”

Dr. John Krumboltz is one such individual. Through his sharing of research and knowledge, all of the participants left with increased awareness and skill which will enhance each of us on our journey toward excellence.

Thank you Dr. Krumboltz.

Note: The CBI is available through Consulting Psychologists Press, Palo Alto, CA.
Three Chi Sigma Iota scholars received the 1992 Chi Sigma Iota/ERIC-CAPS Outstanding Research Awards. The first place winner was Paula J. Britton, Ph.D., Alpha Upsilon Chapter, The University of Akron, Akron, Ohio for her paper on social support and psychological distress of gay/bisexual men. Second place went to Valerie Stewart, Ph.D., Beta Chapter, University of Florida, Gainesville, Florida for her research regarding psychoeducational intervention for midlife adults with parent-care responsibilities. The third place winner was James M. Benshoff, Ph.D., Upsilon Nu Chi Chapter, University of North Carolina at Greensboro, Greensboro, North Carolina for his work on peer supervision in counselor training. The awards were received during the Chi Sigma Iota Annual Awards Ceremony, March 28, 1992, Baltimore, Maryland and consisted of a plaque of distinction, a certificate of $50.00, $75.00, and $100.00 for materials or reference searches through ERIC-CAPS, and the printing of the following abstracts in the Chi Sigma Iota Newsletter.

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<td><strong>Relationship to Perceived Risk of HIV Infection in a Population of Gay/Bisexual Men</strong></td>
<td><strong>Despite the identification of counseling needs and correlated outcome measures, little has been done to develop testable intervention strategies based on these needs for midlife adult children caring for aging parents. The purpose of the current study was to develop, implement, and evaluate a psychoeducational group intervention which addressed the needs of this population. The intervention included 7 males and 44 females, between the ages of 54 and 72, who were currently responsible for the care of a parent who was aged 60 or older. The intervention consisted of four, 2-hour sessions. Variables which were measured included: knowledge (Facts on Aging Quiz-Revised), emotional support (Caregiver Burden Inventory), and skill development (Coping Resources Inventory for Stress). A delayed treatment, control group design with follow-up after a four week interval was utilized. Significant increases were found at the .05 level for knowledge, overall coping resources, and self-disclosure following group participation. Implications for future interventions are discussed.</strong></td>
<td><strong>Sufficient high-quality clinical supervision is a critical component in counselor training programs. Traditionally, interns receive varying amounts of supervision from &quot;expert&quot; university and on-site supervisors to help them integrate academic training and practical experiences. Peer supervision can be a viable alternative or adjunct to this traditional supervision approach. Peer supervision has been defined as a process through which counselors assist each other to become more effective and skillful helpers by using their relationships and professional skills (Wagner &amp; Smith, 1979). While numerous benefits of peer supervision have been cited in the literature, little empirical evidence exists to support this approach. This paper provides an overview of peer supervision, discusses the Structured Peer Supervision Model, and presents the results of two studies of this model in counselor education programs. While the results of one quantitative study did not yield significant results, qualitative data tentatively supported the value of peer supervision for master's-level counseling trainees.</strong></td>
</tr>
<tr>
<td><strong>Paula J. Britton</strong></td>
<td><strong>Valerie L.B. Stewart</strong></td>
<td><strong>James M. Benshoff</strong></td>
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<td><strong>University of Florida</strong></td>
<td><strong>University of North Carolina at Greensboro</strong></td>
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Professional Involvement: A Conscious Choice

Cathy Woodyard
CSI Intern

As a nineteen-year-old undergraduate, I chose my major by flipping through the local university's rather limited catalogue, eliminating those departments and majors which sounded really difficult or uninteresting. When I finished, the only area I could visualize myself in was education – thus, my first career choice was made. A couple of years after graduation, I was asked by a professional organization to serve as a state officer. Immensely flattered to be selected, I immediately agreed. Obviously, I entered this first crossroad in my career development and professional involvement with somewhat haphazard choices based on limited information and ego gratification.

Now, as I approach the conclusion of my doctoral program in my new career choice, counseling, I am, unlike before, aware that I am facing several crossroads. This time, as I struggle with choosing in which direction I want to go with my career and how I want to contribute to professional organizations, I am making decisions more clearly based on an awareness of what I want and what will be fulfilling for me.

My internship with Chi Sigma Iota has assisted me in this process by providing me with numerous role models on a wide continuum.

A Continuum of Role Models

At one end of this continuum, I have seen individuals completely committed to professional involvement. These leaders give tremendous time to Chi Sigma Iota and frequently to many other professional organizations as well. For CSI, they sacrifice time with their families, spend numerous late nights catching up on tasks related to their jobs. In addition they contribute personal time and money to attend meetings, write newsletter articles, and do somewhat mundane tasks such as carrying boxes, setting up booths, and ordering food for receptions. Regardless of their sacrifices, they seem to thrive on their involvement, and it is obvious they receive much fulfillment from their commitment.

At the other end of the continuum, I have met other role models. These individuals' primary focus seems to be a commitment to being excellent students, counselor educators, and clinicians; they, too, are also very interested in CSI. These members, however, are content simply to be members, not officers or leaders. They contribute through their attendance at local meetings and occasionally at the national convention. Their focus, however, is to use the organization to better themselves as professionals, to belong but not to lead.

Up and down the continuum are many other models. This includes students holding chapter offices, professors serving as chapter contacts, and members at large wanting simply to belong to the honor society because they support its projects and goals. This continuum also includes many members who are national leaders in sister professional organizations but who want limited participation in CSI.

Through my experiences this year as an intern, I have recognized that none of these choices is superior to the other; indeed, all are absolutely necessary for the functioning of Chi Sigma Iota. We could not operate if everyone wanted to be a leader; however, nor could we exist without individuals willing to serve in these national offices. This academic and professional organization provides an opportunity for each of us to contribute to the degree to which we are comfortable and allows us a place to develop our leadership and professional skills.

Approaching the Crossroads

The CSI internship program was established to mentor future leaders for the organization and the profession. For me, it has been a successful experience, for I have made some valuable contributions to the organization and have learned more about what national leadership requires. Also, it has given me more clarity about these crossroads I am approaching. As I decide which direction I want to go with my career and consider how I want to contribute to professional organizations, I have a wide spectrum of CSI role models from which to learn. I am uncertain I am willing to give all that seems to be required to be a national leader. And, unlike the decision I made many years ago to serve as an officer simply because I felt flattered, I no longer need to use involvement for that sense of gratification. At the same time, it is very important for me to find a place to give and to be a part in the continuing development of our profession – and of Chi Sigma Iota.

I do not think I am alone at these crossroads. I think each of us makes similar decisions. I am grateful my CSI internship has assisted me in being more conscious of these crossroads and has helped me see with more clarity the choices from which I have to choose.
Modifying Your Chapter's By-laws

Mark Young
By-laws Chair

Article 9 of the Chi Sigma Iota By-laws is entitled, "Chapter Responsibilities." The first responsibility on the list is that of developing new by-laws for the individual chapter. As soon as a Chapter is organized, this should be an immediate priority. The President may appoint a committee for this task and the President-Elect should probably be one of its members. Human nature being what it is, many of us will not get around to an evening curled up with a copy of the by-laws. The development of the Chapter's own by-laws provides a process that familiarizes the incoming President and other significant members with the operation of the society.

In the same sentence which indicates that Chapters must adopt by-laws, it is stated that they must be "in consonance with those of the society." In other words, chapters may not write in specific changes which are in direct conflict with those of Chi Sigma Iota. The guidelines for Chapter organization given in Article 9 are quite general and are not so restrictive that creative changes are being squelched. Still, since Chi Sigma Iota is a fairly young organization, continuing changes in the Society's by-laws will probably be necessary. Chapters are encouraged to take their concerns about by-laws to the Society Headquarters or to the By-laws Chair. It is suggested that individual chapters suggest by-laws changes rather than continue to operate according to local custom. Otherwise, new chapters and the organization as a whole will not have the benefit of your innovations and ideas. Amendments to the by-laws take place at the annual business meeting and must be presented in writing at that meeting or by mail. Changes require a two-thirds vote of the Executive Council and a two-thirds vote at the annual business meeting.

A Commitment to the Future

Cathy Woodyard
CSI Intern

Dr. Donald Hood, a new member of Chi Sigma Iota, has made a generous donation of $5,000 to the organization. Dr. Hood decided to join CSI after hearing of its dedication to continuing the counseling profession through mentorship of counseling students. Committed to the ongoing movement of the profession, Dr. Hood said he wanted to make a donation which would "directly contribute to the future of counseling."

While at the AADC Convention in Baltimore, Dr. Hood was inducted into CSI and attended many of its functions. He was greatly impressed by the reports he heard from various chapters across the nation at the business meeting and leadership workshop. Experiencing CSI as one of the most enthusiastic and warm groups of which he had been a part, he said, "I wish there had been such an organization in the mid-50's when I was in school. It would have added so much to my feeling of belonging in the profession."

With an enduring desire to know more, Dr. Hood has always asked many questions and continues to "want to know something about everything." It is in this spirit that he would like his donation to be used, though he has no specific suggestions for its purposes. Aware of the challenges counselors face today with increasing problems in areas such as drugs, violence, and everyday coping, Dr. Hood suggests that the contribution might be used to help counselors-in-training receive more in-depth training and information in such areas.

Dr. Hood's commitment is to the future. In one of his recent poems titled, "-And on to 64," he writes of his dedication to the learning of those students who follow behind him, "For they are the hope of our future, you see! And that hope is very important to me. So I can't quit until I am sure! That all is set for the future to endure." Through his gift, he assists CSI in its similar goal to promote excellence in both present and future counselors and leaders.
Membership Committee Launches New Projects

Connie Fox and Robb Adams
Membership Committee Co-Chairs

The Membership Committee has initiated several new ventures. These undertakings involve areas that were targeted for action when the committee drew up goals and plans last summer.

Generating new Chapters

First, we are reaching out to universities which have not yet established chapters. Several years have passed since a similar mailing was conducted. Using the list assembled by Hollis & Wantz, we have contacted all of the un-chaptered Counselor Education and Rehabilitation programs in the United States. (Currently, 110 programs enjoy the benefits of chapters, while about 400 additional programs have no CSI chapters.) The Membership Committee sent letters to these un-chaptered programs to briefly introduce Chi Sigma Iota. We enclosed our CSI brochure which includes a tear-out, mail back information request form. This material may tap new interest in program chairs and directors.

Supporting Existing Chapters

Second, we wish to continue offering assistance and support to chapters which are building foundations along with those which are well established. By reviewing chapter reports we identified chapters which have experienced success, and others which have encountered difficulties. Through phone contact with several in each of these categories we determined their willingness to provide helpful information. We sent mini-questionnaires designed to quickly assess the areas where chapters experienced difficulties, or summarize strengths. This information will provide insights to other chapters.

Supporting Existing Chapters

Third, we are providing assistance to chapters which are building foundations along with those which are well established. By reviewing chapter reports we identified chapters which have experienced success, and others which have encountered difficulties. Through phone contact with several in each of these categories we determined their willingness to provide helpful information. We sent mini-questionnaires designed to quickly assess the areas where chapters experienced difficulties, or summarize strengths. This information will provide insights to other chapters.

Supporting Existing Chapters

Generating more interaction and networking, and offer support to those working to strengthen chapters.

Membership Committee Opportunities

Finally, the Membership Committee is looking for members. Much organizational work has been done this year to define objectives and design strategies. As this work continues the Committee needs new members to infuse spirit, expand visions, and accomplish greater support for our growing membership. During the Spring, we will be enlarging these embryonic projects, in the hopes of supporting more individual members, chapters, and facilitating the establishment of new chapters in states and universities where none exist. Much can be accomplished. We invite you to join us!

Final Message

(Continued from page 2)

Lois Wedd and Dr. Charlene Kamphe, Awards Co-Chairs, presented handsome plaques in the following categories:

Outstanding Newsletter Award to Nu Chapter in New York, Outstanding Individual Program Award to Alpha Upsilon Chapter in Ohio, Outstanding Chapter Award to Beta Chapter at the University of Florida at Gainesville, Outstanding Entry Level Student Award to Sandra Lee Suppan of Ohio, Outstanding Doctoral Level Student Award to Susan Fournet Tynes of Louisiana, Outstanding Service to the Chapter to Robb Adams of Nu Chapter in New York, and Patricia Hart Keats of Rho Beta Chapter in Virginia. The Research Awards were presented to Paula J. Britton of Alpha Upsilon Chapter in Ohio - First Place, Valerie Stewart of Beta Chapter in Florida - Second Place, and James M. Benson of Upsilon Nu Chi Chapter in North Carolina - Third place.

The Leadership Workshop

During the well-attended Leadership Development Workshop on Sunday, March 29, a revised “Leadership Workshop Handbook” was given to each attendee. If anyone wishes to have a copy of this Handbook, kindly write to Chi Sigma Iota, Ohio University, 313-A McCracken Hall, Athens, Ohio 45701, or telephone 614-593-4475 and provide mailing information.

Total Quality Management

The latest buzz phrase in association circles is “Total Quality Management” (TQM). This is a concept initiated by the Japanese in the early 1950’s. According to Harrison Coever, an association consultant, “TQM is a comprehensive management system based on constant improvement, defining progress in terms of members’ needs, and making all staff and volunteers valued partners in the process.”

According to Harrison Coever, there are four underlying principles of TQM:
1) Member Focus - An association that embraces TQM assumes that all activities lead to member satisfaction. There is a simple strategy for this success: Ask the members what they want and need...and give it to them. In this respect, CSI is meeting that need.
2) Constant Improvement - Disprov-
A Glimpse of the 1993 Convention
New Ideas for an Old City

Carol Bobby
CSI President - Elect

Atlanta is an old city with a modern skyline. It is a blend of Southern tradition and modern technology. It is the host city of the next convention of the American Counseling Association (ACA). This is fitting considering the history of our professional association, formerly the American Personnel and Guidance Association (APGA) and currently the American Association for Counseling and Development (AACD), will be directed toward enhancing the identity of the counseling profession through its new name as the American Counseling Association. With the new name, the 1993 ACA conference will blend the old with the new.

**Traditional Opportunities**

Chi Sigma Iota plans on hosting activities at this conference, and as the incoming president I hope that our honor society can also consider blending old traditional activities with some new events. As the convention is one of the most convenient opportunities for members from all of our chapters to get together, I will recommend that CSI host its traditional opportunities for professional development and awards recognition. Such activities will include orientation for newly selected interns and fellows, Scholars Across the Generations, the CSI Awards Program and Reception, and the Leadership Development Workshop. The CSI Executive Council will also need to meet for officer reports and for planning its Summer meeting. Yet I would like to plan something new for CSI members.

**New Ideas**

The idea for something new grew out of a discussion between past CSI president Larry Loesch and myself. I had been in Baltimore four days prior to the start of the convention due to my responsibilities as Executive Director of CACREP. I was tired; the days had been long and each new day seemed to start earlier than the day before. I had been in constant communication with individuals, and the excitement was beginning to be tiring. When Larry and I discussed the prospect of yet more business meetings, I began to feel as if I were being run over by a truck. Then Larry suggested that CSI should provide its members with something fun. Something fun...what a great idea! Based upon our continued discussion, I hope now to host something new for CSI members. I hope that this new idea will allow CSI members with a way to get together, meet old friends, and develop new acquaintances while starting the day off right.

What I am proposing is a CSI breakfast. We could share information, have a humorous speaker to introduce us to the new day, and receive chapter feedback. I would welcome your thoughts on this new idea, and would like your feedback prior to the Summer meeting of the CSI Executive Council, tentatively scheduled for August 7-9, 1992 in Greensboro, NC. Please contact me with your suggestions by phone: (703) 823-9800 ext. 301 or by using the following address, Dr. Carol L. Bobby, c/o CACREP, 5999 Stevenson Avenue, Alexandria, VA 22304.

**Final Message**

(Continued from page 12)

...the old adage, "If it ain't broke, don't fix it," CSI has been revising, rewriting and improving the "Handbook of Chapter Annual Reports", the "CSI Newsletter", the "Leadership Workshop Manual," the method of reporting to chapters, and the communication with its officers and committee chairs. "Business as usual" has not been our goal.

1) **Process-Oriented vs Result-Oriented** - I believe that CSI has been both process-oriented and result-oriented. We pay close attention to the outcomes. We are, result-oriented (i.e. membership growth), but we are also process-oriented, i.e. how we accomplish this is important, so that we will, hopefully, continue to grow. Only a process-oriented system could achieve such consistent membership growth (i.e. results).

2) **Use of Staff and Volunteers as Valued Partners** - Through the CSI Leadership program, the well-planned meetings, the open communication channels, the volunteer-driven projects, CSI has enjoyed a partnership with the elected and appointed officers and the staff at headquarters.

The Memminger Institute in California has suggested that the quality needed most in the nineties will be flexibility. We will need to make adjustments and cope with change at an accelerated pace. We must continually encourage creative attitudes. We are living during the most advanced and stimulating time in the history of humankind. Those who are constantly utilizing their creative imagination will flourish. Those who cannot, or will not, react and respond to change, will be left behind.

I am proud to have had the opportunity to serve as the 1991-1992 CSI President. I feel that Chi Sigma Iota was creatively conceived, energetically nurtured, and is positioned on the cutting-edge of the counseling profession. CSI will continue to symbolize accomplishment, achievements, quality, creativity, excellence, growth and teamwork.
Professionally Speaking

What Counselors Need to Know About HIV Disease

Brandon Hunt
Rho Beta Chapter

Who Contracts HIV Disease?

The continued increase in the number of people infected with human immunodeficiency virus (HIV) has a direct impact on all helping professions. HIV Disease shows no prejudice with regard to age, race, gender, socioeconomic level, or lifestyle. Anyone can become infected with HIV.

When does HIV become AIDS?

In providing services it is important to distinguish between HIV infection and Acquired Immunodeficiency Syndrome (AIDS). Many persons who test positive for the HIV antibody are asymptomatic for years. Because of the mercurial nature of the disease, people may develop symptoms and have them disappear only to recur. It takes an average of eight to ten years for people who are HIV infected to develop AIDS. At this time health professional believe that between 60% and 100% of the people who are HIV infected will in fact develop AIDS. The diagnosis of AIDS is given when a person has symptoms that meet the Centers for Disease Control’s definition of AIDS.

Working with HIV Positive Clients

In the United States alone more than 3,000 new cases of AIDS are reported every month and over 1 million people are HIV infected. There is no cure or vaccine for HIV infection; the only way to decrease the spread of the disease is through education and prevention. In the near future the vast majority of counselors will work with people who are impacted by HIV Disease, no matter where they live, the clients they choose to work with, or the kind of counseling services they provide.

As the number of people who are HIV infected continues to rise, the counseling profession as a whole needs to become more involved in providing a wide range of services. In order to provide effective services to people who are HIV infected, counselors must first come to terms with their own fears and prejudices regarding HIV Disease. They must process through their own racism, sexism, and heterosexism. Counselors also have to work through any negative feelings they may have regarding behaviors clients may have engaged in, including same gender sex, drug use, and sex with multiple partners.

Issues for Counselors

Issues that make counseling people with HIV Disease different from counseling other people include societal stigmatization of people who are HIV infected, legal and ethical issues, and the temperament of the disease. Because knowledge about HIV Disease is constantly changing, it is imperative that counselors stay abreast of new research. Counselors need to know the facts about HIV transmission and progression of the disease so they can educate their clients. Another issue counselors need to be aware of is sexuality. Every counselor needs to have a basic understanding of human sexuality in order to counsel clients about safer sex. This is important from an educational and prevention standpoint as well as from a therapeutic one.

Indications for Ethical Counseling Practice

Working with people who are HIV-infected means that counselors have to give serious thought to issues they may have thought they had already resolved. Decisions about professional boundaries, confidentiality, duty to warn, and self-disclosure become even more complicated with HIV Disease. There are questions about where and when to meet with clients, whether to provide services outside the realm of counseling, the use of touch, and role confusion. Counselors need to know about case management, social services, medical procedures and treatments, infection control procedures, crisis intervention, grief counseling, and community resources. The counselor who works with a person who is HIV infected may be the only support system in the client’s life. People with HIV Disease may already be stigmatized because of behaviors that may have led to their becoming infected and their HIV status creates another reason for them to be stigmatized. As the disease progresses, people may lose their jobs, support systems, housing, and physical as well as psychological well-being. Other important losses include privacy, independence, physical mobility and appearance, identity, future, dreams, self-definition, and sexuality.

(Continued on page 15)
Challenges for Helpers

Working with people who are impacted by HIV Disease can be a challenging experience. Some common feelings that emerge for helpers include powerlessness, helplessness, loss of control, fear, feelings of inadequacy, and awareness of their own mortality. It is important for counselors to stay aware of their feelings and get the support they need in order to continue providing much needed services. As helping professionals, counselors must share the responsibility of providing counseling services to people who are HIV infected and their loved ones. Additionally, counselors can play an important role in educating the public about HIV Disease in order to decrease the numbers of people who may become infected.

Suggested Readings:


CSI Gifts Available to Members

The CHI SIGMA IOTA T-SHIRT
CSI T-shirts are royal blue with white lettering and a white CSI logo. T-shirts are American made, 50% polyester, 50% cotton.

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$8.00
$10.00*

"XX-Large size only

The CHI SIGMA IOTA SWEATSHIRT
Sweatshirts are available in both royal blue with white lettering and logo, and white with royal blue lettering and logo. Sweatshirts are American made, 50% polyester, 50% cotton.

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Blue sweatshirts with white lettering:

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$18.00
$20.00*

"XX-Large size only

White sweatshirts with blue lettering:

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$18.00
$20.00*

"XX-Large size only

CSI LOGO WATCHES
Watches have a white face with the blue CSI logo and an attractive brown leather band. They are available in both men's and ladies styles.

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Clip this form and send to: Chi Sigma Iota, 313 A McCracken Hall, Ohio University, Athens, Ohio 45701

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Chi Sigma Iota Newsletter
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Greensboro, NC 27412-5601

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