ACA National Convention in Minneapolis: Building Connections with Others

Paula Stanley
CSI Associate Editor

Additional Opportunities

In addition to the numerous programs offered, there are other opportunities available from which one can learn a great deal. There are, of course, exhibits featuring the latest in books, videos, and other counseling materials. ACA divisions and CSI also have exhibits.

Another feature of national conventions that may be less known is the opportunity to build connections with others in the field of counseling. At a national convention, such as the upcoming one in Minneapolis, there is an opportunity to meet and interact with other counselors from diverse areas of the United States and other countries. One can meet other counselors by attending programs, visiting the exhibits area, and networking at convention hotel, and socials and receptions sponsored by divisions and CSI affiliates (i.e., ERIC/CASS and NBCC). Many people continue professional relationships that began at a national conference.

Professional Leaders

I have had a great deal of enjoyment at national conventions by meeting individuals whose theories, ideas, or books were a part of my graduate training. Today's leaders in the field of counseling are interested in making connections, too, and many enjoy meeting other counseling professionals and students. I have met most of the Chi Sigma Iota Scholars at ACA conventions; and in some cases, I have discussed ideas with them (i.e., I had the opportunity to briefly discuss my doctoral dissertation with John Krumboltz at one ACA convention).

CSI Day

For Chi Sigma Iota members, the benefits of attending the 1994 convention exceed those of persons who are not yet members. Chi Sigma Iota sponsors Chi Sigma Iota Day during the ACA Convention. During Chi Sigma Iota Day, members meet for various functions and activities, including an exceptional leadership workshop, business meeting, awards ceremony, and reception. At meetings, members have the opportunity to discuss concerns and suggest ideas that assist individual chapters. The leadership workshop, led by CSI's officers, provides members with a framework for organizing and developing a strong Chi Sigma Iota chapter.

Strong Connections

By attending Chi Sigma Iota functions, members make connections with other members and learn from each other. As one attends many national conventions, professional connections build and strengthen. One makes new friends and develops a wider network of counseling resources.

Minneapolis may be the national convention that is your entry into the counseling profession at a national level. We hope to see you there!

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Advancing the Profession of Counseling

Nicholas Vacc
CSI President

I would like to use this occasion to share some of my thoughts about the counseling profession and the elements which bind Chi Sigma Iota members together and will continue to contribute to our having a productive and fulfilling place in the profession of counseling. First, the counseling profession currently enjoys greater and better identity among the public than it has at any time in its history. This improved identity is the result of many significant accomplishments by and for professional counselors, including (a) the advancement in counselor credentialing, (b) improved counselor preparation standards and increased adherence to those standards, (c) greater governmental recognition of counselors' competence, and (d) more ethical and accountable professional practices by counselors. One of these indicators of recognition is Chi Sigma Iota itself which now numbers well over 9,000 members, 129 chapters, and 236 life members. Chi Sigma Iota membership is distributed over 30 states and 3 countries. A second indicator is the National Board for Certified Counselors, a voluntary national certifying body of our profession; its roster includes over 20,000 national certified counselors. Clearly, the profession has vitality which has derived its energy from its members and will continue to do so with future leaders from within Chi Sigma Iota.

Professional Goals

Despite these recent accomplishments, the need to fulfill significant professional goals remain. As a profession, counseling has not yet achieved the public recognition it should command, and professional credentialing of counselors has not yet become completely accepted or endorsed. Also, counselor preparation is not completely standardized to the extent that it is widespread, generating clarity and understanding about counselors' minimum competencies. The "good news" is that professionals such as the membership of Chi Sigma Iota will play a serious role in facilitating the relatively rapid achievements of meeting the profession's desired outcomes.

Professional counselors practice in many different areas of specialization, in different settings, and with different clients. Yet, we are held together through a common body of knowledge and a paradigm of professional practice; we find gratification in helping others. As a group, Chi Sigma Iota members have more in common than most counselors, in general, because of their achievement of scholarship, commitment, and excellence. Advancements in professional counseling are attributed to people who mirror the qualities found in the Chi Sigma Iota membership, which has a very important role in advancing the profession of counseling. Accordingly, it is important to recognize that being a member of Chi Sigma Iota International Honor Society is not the capping off of a successful academic career but rather the beginning of a sense of leadership in our profession.

As Desmond Morris observed, "We are never satisfied that we know enough to get by. Every question we answer leads on to another question." As members of Chi Sigma Iota, we need to be guided by our scholarship, commitment, and high quality achievement of excellence to address the important questions of our profession.
CSI Day in Minneapolis

Judith Miranti
CSI President-Elect

Chi Sigma Iota will host some exciting events during the ACA Convention in Minneapolis. Sunday, April 24, 1994, has been designated as Chi Sigma Iota Day. Not only will you have an opportunity to interact and network with other members, but you will also be asked to make valuable suggestions for the future directions of CSI as we begin the process of strategic planning.

Our members have indicated that it would be helpful if time were allotted for exchange of ideas on several topics of concern as well as of interest. For that reason, we have built in Focus Groups which we think will be helpful to our chapters. The day promises to be stimulating, creative, and thought provoking. Listed below are various activities which will take place during CSI Day.

| April 24, 1994 | 8:00 - 9:00 | CSI Executive Council Meeting |
|               | 9:30 - 10:30 | Orientation of 1994 Fellows and Interns |
|               | 1:00 - 2:00  | CSI Annual Business Meeting |
|               | 2:00 - 4:00  | CSI Self-Help Focus Groups |
|               | 2:00 - 2:45  | Newsletter |
|               |              | Assistants to the Executive Director |
|               |              | Membership Recruitment/Retention |
|               |              | Reactivating Chapters |
|               |              | Fund Raising |
|               |              | State/Regional Coordinators |
|               |              | Involvement in National Leadership |
|               | 2:45 - 3:15  | Repeat of Focus Groups |
|               | 3:15 - 4:00  | Input from Groups |
|               | 2:00 - 4:00  | Leadership and Scholarship Development for Fellows and Interns |
|               | 4:00 - 5:00  | CSI Awards/Recognition Ceremony |
|               | 5:00 - 6:00  | CSI Reception |
| April 25, 1994 | 7:30 - 9:00 | CSI Executive Council Meeting |

Mark your calendar and join us for a day filled with personal and professional opportunities.
1994 ACA Convention

Welcome to the Twin Cities

Lois Wedl
Rho Alpha Delta

The Twin Cities of Minneapolis and St. Paul present a fantastic diversity for visitors at every season. The Minneapolis Convention Center itself is conveniently located for shopping, sightseeing, dining and a variety of entertainment.

Cultural Opportunities

The theaters and dynamic arts community have set a national standard for excellence. Whether it is the Tony-award winning Guthrie Theater in Minneapolis, the Ordway Music Theater in St. Paul, the Minneapolis Institute of Arts, the Walker Art Center, or the acoustically perfect Orchestra Hall, the quality and diversity of cultural offerings are unsurpassed. The Chanhassen Dinner Theater, the nation's largest professional dinner theater, boasts four theaters under one roof. The Phantom (same story line as The Phantom of the Opera) and Brighton Beach Memories, a Neil Simon comedy, are playing during the 1994 April Convention dates.

Nightlife

Minneapolis' nightlife offers everything from comedy and jazz clubs to world-class restaurants and professional sports. Convention-goers may experience, for example, the new Mississippi Live entertainment center. Its fourteen facilities include live music, five food venues, karaoke, games, dueling pianos, sing-along, and dancing. Those who enjoy baseball will want to see the Minnesota Twins take on the Milwaukee Brewers at the Hubert H. Humphrey Metrodome on April 27th. The dome is the largest air supported multiple-use stadium in the world.

Shopping

If it is shopping you want, welcome to the greatest concentration of shopping opportunities in the nation - the Mall of America! The nation's largest enclosed retail and entertainment complex features Bloomingdale's, Macy's Nordstrom, Sears, 400 specialty stores, Knott's Camp Snoopy, a 7-acre family amusement park, LEGO Imagination Center, Golf Mountain, a fourteen screen theatre complex, a two-level miniature golf course, and over 40 new restaurants and night clubs.

In downtown Minneapolis, you can enjoy trees and fresh air as you walk along Nicollet Mall's 12 blocks of specialty shops and boutiques, or you can use the skyway system of nearly four miles of second-story climate-controlled walkways. Gaviidae Common, a five-level complex, features Saks Fifth Avenue, Burberry's, Neiman Marcus and more.

Zoo

For zoo lovers, just ten minutes south of the Mall of America is the Minnesota Zoo. Here visitors can enjoy 450 species of mammals, birds, reptiles and amphibians in nature-imitating exhibits. The splash of dolphins on the Ocean Trail and a stroll through the tropical rain forest are just a few of the many spectacular sights and sounds.

Historical Settings

Historic buildings and sites abound. The James J. Hill House, the Alexander Ramsey Victorian House, and the American Swedish Institute are among the finest architectural buildings and mansions available to tourists. The Hill House, which was built by the railroad baron in 1891, is the "biggest" mansion in the Midwest and is known for its exquisite carvings, paintings, and furniture. The American Swedish Institute is a museum housed in a 33-room historic mansion containing Swedish fine art and artifacts. The stone fortresses of historic Fort Snelling stand on a bluff above the Mississippi River. Costumed guides recreate the activities and ceremonies of everyday army life in the 1820s. The Basilica of St. Mary's, America's first basilica and a national historic site, is located in north Minneapolis. The St. Paul Cathedral modeled after Saint Peter's in Rome was dedicated in 1915 as a monument to the people of St. Paul.

Casinos

Minnesota has several casinos less than 90 minutes from Minneapolis. The Mille Lacs Band of Ojibwe, for example, welcomes visitors to the Grand Casino Hinckley and Grand Casino Mille Lacs. Each has "Vegas" style blackjack and 1,000 loose video slot machines. Mystic Lake Casino, located near the Twin Cities, has just doubled its capacity to over 2,000 slot machines and over 100 Blackjack tables.

Lakes

Twenty-two of Minnesota's 10,000 lakes are located within the city limits of Minneapolis area. These 22 lakes and 153 parks are woven together by a 45-mile system of paved roads. Jogging and biking via hiking and windsurfing in spring and summer. Hopefully, by Convention time in late April, this walking, jogging and biking area will be especially beautiful as trees begin to bud and blossom.
One Person, One Vote?
Proposed Bylaws Change for Chi Sigma Iota

Jane Chauvin
By-Laws Chairperson

A change to the bylaws of Chi Sigma Iota (CSI) which would alter the way in which officers are elected has been proposed. Currently each active chapter has one vote, with chapters having 50 or more active members having two votes. The proposed change would transfer voting privilege from the chapter to the individual member. This article seeks to present a history of why the founders of CSI designed the voting system as it is today and why a change is being proposed.

The original idea behind the system of voting was to empower chapters to take a more interactive role with their members. The founders of CSI envisioned active chapters on college campuses where members would come together as a professional group to nominate candidates for office and to decide whom they chose to support in each election. It was hoped that this would make CSI different from other professional honor societies where members play a less active role once they are inducted. CSI chapters were envisioned as beacons of light in the counseling profession where members would feel an allegiance to the chapter to which they belonged and they would continue to play an active role with the chapter being the center of all activities.

Those who support the proposed bylaws change which puts the vote in the hands of the individual member rather than the chapter feel that many chapters do not meet regularly enough to discuss the candidates and election issues. They feel that CSI should reach out more to individual members and that CSI can well afford the added expense that this would entail. Under the present system, individual members do not have a voice in the elections if they are not close to a university with a very active chapter. The proponents of the bylaws change state that in order for CSI members to feel included they must have an opportunity to express their wishes in the form of a general election. Discussion on this change will be held at the general business meeting in Minneapolis.

If chapters or individuals have other bylaws changes which they wish to propose, they should submit them to: Dr. Jane Chauvin, Loyola University, 6363 St. Charles Ave., New Orleans, LA 70118.

A Vision for a Professional Practitioner Chapter of Chi Sigma Iota

Budd A. Moore

I am a high school counselor in Hagerstown, Maryland, a rural/suburban community with a population of over 120,000. We are at least 35 miles from a university having a graduate program in counseling with a CSI chapter. There are about 100 counselors in the schools, community health and addictions settings, prisons, and in private practice. I obtained information on CSI at the Atlanta ACA Convention and presented the idea of a local practitioner chapter of CSI to the local school counselor advisory committee. It was enthusiastically received. Applications were sent to all of the counselors in the county with a view toward establishing a local practitioner chapter not affiliated with a college or university. The idea generated some excitement from CSI headquarters.

Local Benefits

There was some consensus that this organization might be a vehicle for helping with two local concerns in the counseling profession. First, counselors in various settings in the county really should have a better idea of what services other counselors offer. The need for this type of networking is obvious and would facilitate a closer working relationship among public and private community agencies. Second, the role of the professional counselor in the community needs to be more clearly articulated to the public. We should seek every opportunity to speak to the public about the new and changing roles and the many specialties of professional counselors.

Professional Opportunities

A practitioner chapter of CSI could afford professional counselors in Washington County and in other communities a number of important opportunities. Publicizing in a variety of ways the services of professional, certified counselors is important. It could provide a chance for all local counselors to network professionally and socially on a regular basis to consider topics vital to the counseling profession in general and to the community setting. Publicity may include inviting speakers under local CSI sponsorship to present programs to health and human service professionals. A chapter newsletter could be developed as well as a directory of counselor names, numbers, addresses, and specialties by the local chapter. A speakers bureau utilizing the expertise of the chapter could provide presentations to community organizations. A chapter scholarship program for students who plan to enter the helping professions and the presentation of awards of excellence to individuals and groups that enhance human development in the community could be initiated. Finally, the establishment of a practitioner chapter is a real opportunity for all counselors to maintain a high level of visibility, professionalism, scholarship, and service to the community.

No doubt the CSI Executive Council and the membership will agree that local practitioner chapters might be an opportunity to bring in a vast number of counselors who are currently not affiliated with this organization. Creating practitioner chapters may be a chance to project the role of the counselor to the local community in a way that cannot be done by being a member of the Alpha Chapter. Enhancing the role of CSI in a positive way at the grassroots of our communities furthers what ACA President Beverly J. O'Bryant recently referred to as "trailblazing for the counseling profession." Can CSI blaze a new trail in this direction? Your comments and questions regarding this initiative should be directed to CSI headquarters.
This past fall, Chi Sigma Iota presented four outstanding candidates for the positions of president-elect and secretary-elect. Running for president-elect were Courtland Lee and Lois Weidl. The secretary-elect candidates were Connie Fox and Bill Nemec. The election results were tabulated following the December 31, 1993, deadline with the following results. Beginning May 1, 1994, Dr. Courtland Lee assumes the office of CSI President-Elect and Dr. Bill Nemec assumes the duties of the CSI Secretary.

Courtland Lee: 1994-1995 President-Elect
As director of the counselor education program at the University of Virginia, Dr. Courtland Lee plays an active role in developing his graduate students' skills, knowledge, and professional understanding. Through his role as assistant to the executive director of the Rho Beta chapter, Dr. Lee further mentors students who choose to be actively involved in Chi Sigma Iota. His work with this chapter provides him with knowledge of the challenges of local chapter operations, as well as an understanding of the positive impact that local chapter involvement can provide to developing leaders of the profession.

Bill Nemec: 1994-1996 Secretary
Dr. Nemec has been in the counseling profession for over twenty-six years as a school counselor, state guidance consultant, and counselor educator. At the University of Akron, he serves as the coordinator of the counselor education unit. Since 1988, he has also served as a CSI assistant to the executive director for the Alpha Upsilon chapter. In addition, Dr. Nemec has been active in the State of Ohio's licensure efforts, serving as a charter member of the state's Counselor Licensure Board.

Dr. Nemec has distinguished himself as a CSI leader through his active involvement with the Alpha Upsilon chapter. During his tenure as assistant to the executive director, this chapter has received thirteen awards ranging from the outstanding chapter award and best individual program award to its students receiving outstanding service awards and research awards or being selected as CSI fellows and interns. Dr. Nemec has guided this chapter's members to seek recognition and gain additional leadership training. With ideas to bring additional leadership and skills training to CSI at a national level, Dr. Nemec will undoubtedly be an asset to CSI's executive council.

In closing, CSI was fortunate to have four highly qualified individuals agree to put their names forward in this election. Since four excellent candidates were presented, CSI could only be a winner in this situation. Many thanks to all of the chapters that participated in the election process. Finally, our sincere thanks go to Lois Weidl and Connie Fox for offering their commitment, service, and professionalism to CSI.

Our CSI Booth at the Convention: Exhibiting Your Pride
Connie Fox
Membership Chairperson

If you are thinking about attending the ACA convention in Minneapolis April 24-27, 1994, but you are feeling a bit apprehensive about how you will connect with others in such a large sea of faces, come and help with the CSI booth! Every year at the convention, CSI hosts a booth in the exhibit hall to increase awareness of our society and provide information to prospective members and chapters. Last year we installed our new CSI display, which proclaims the excellence and pride of our Society.

Materials Available
This year, the Membership Committee is responsible for organizing, setting up, staffing, and running the CSI booth. We will sell CSI gift items which are normally available through Headquarters. Membership applications, new chapter start-up kits, CSI posters, and information about chapter activities will also be on hand.

Volunteers Needed
The Membership Committee is asking for volunteers who are willing to staff the booth for a two-hour shift. If you have never attended a convention before, linking up with other CSI members from chapters across the country can be exciting in many ways. Not only will you share a common ground with other student/professionals but also you will have the opportunity to network and exchange ideas about your chapter events.

Chapter Needed
The Membership Committee is also searching for a CSI chapter that is geographically located near Minneapolis that would be willing to be "home base" for our booth operations. We will need to ship the booth, the printed materials, and other CSI items to a destination near the convention. It would be helpful if a chapter located in the general area of the convention would offer to assist with this preliminary work.

Training Meeting
An informal "get acquainted" training/meeting will be held on-site at the opening of the convention to allow all booth staffers to meet and become familiar with the booth operations and responsibilities. If you are interested in joining us in this project, please contact one of the CSI Exhibit Booth Co-Chairs: Connie Fox, 808 Cartfax Rd., Edmond, OK 73034-5565, (405) 359-6479 or David A. DiLullo, 283 S. Alling Rd., Tallmadge, OH 44278, (216) 630-9407.
CSI's Commitment to Excellence Spurs Students and Graduates

Dianne Albright
CSI Associate Editor

Chi Sigma Iota is an organization committed to professional and academic excellence. As students, many members join CSI and are encouraged through their involvement to strive to excel as young professionals. After graduation, these members continue to be challenged by CSI as they begin to make contributions to the profession. Susan Tynes, David Spruill, and Roger P. Buck are three such individuals.

Susan Tynes

Susan Tynes earned her master's degree in Rehabilitation Counselor Education at the University of Southwestern Louisiana. She worked as a professional counselor in Boston, later moving to the University of New Orleans to earn her doctorate degree. CSI's standards of scholarship and practice and the opportunity to meet others attracted Susan to join. Susan feels CSI helped her to grow through her attendance at CSI activities and leadership workshops at state and national conventions. It has provided her opportunities to network and enabled her to meet leaders in the field who have inspired her and facilitated professional growth and development.

Susan was Alpha Eta Chapter president, chosen as a national fellow, and later became secretary of the international CSI organization. She won the international award of "CSI Outstanding Member at the Doctoral Level" and became assistant to the executive director at the University of New Orleans and co-coordinator of the Louisiana CSI Chapters. She remains involved in the organization and is dedicated to excellence in the field of counseling.

Susan is currently a visiting Assistant Professor in the Counselor Education program at UNO. In addition to graduate teaching and administrative responsibilities, she maintains a small private practice. She is a licensed professional counselor in Louisiana and a certified insurance rehabilitation specialist. Although Susan works primarily with adults in transition, her specialty involves working with high-level functioning, traumatically brain-injured adults. Susan has presented at state and national conferences and some of her topics have included: "Counseling and Behavioral Programming for Cognitively-impaired Clients" and "Community Reintegration of Traumatically Brain-injured Adults."

David Spruill

Lydia Talley, president-elect of Alpha Chi Chapter at Louisiana State, wrote a letter of recommendation regarding another CSI member, David Spruill. She states: "David is the driving force behind Alpha Chi Chapter. He has offered his expertise and wisdom to our organization, shared his home with us for monthly meetings, is in charge of the newsletter (often donating his own money for postage), and has totally re-energized our chapter. He also has been instrumental in helping other college campuses establish CSI chapters or re-start existing ones. He is constantly encouraging his students to become involved in CSI."

David earned a master's degree in Guidance and Counseling at the University of Central Florida. He received specialist training in Agency Counseling and earned a Ph.D degree in Counselor Education at the University of Florida. David was attracted to CSI during his doctoral program because of the high quality of members involved, the networking possibilities, and the supportive involvement of the faculty. He joined the Beta Chapter and has been actively involved ever since.

David is currently on the faculty at Louisiana State University and has a professional counselor license in Louisiana and a marriage and family therapist license from Florida. He continues to model involvement in CSI as well as in state and national organizations for his students. His presentations at the conferences involve students whenever possible. Some of the topics presented include: "A Day of Dialoguing with Family Therapists" and "Leadership Development" which was geared toward helping participants in other chapters to get more active and as involved as they are at the Alpha Chi Chapter of CSI at Louisiana State University.

Roger P. Buck

Roger P. Buck began his career in personnel work in the Navy after receiving a bachelor's degree in Psychology from the University of Toledo. He earned his master's degree in Counseling at Georgia State University and was involved in alcohol/drug counseling, therapy with sex offenders, and drug/alcohol prevention for military personnel. He returned to Ohio to work within crisis intervention and bereavement counseling and as an instructor for individuals/groups in the DUI program. He began the doctoral program at Kent State University and continued working providing alcohol/drug assessments and counseling. He also started a jail program and was on-call for crisis intervention as a COPE-line professional.

Roger currently is a site-manager of Health Recovery Services out-patient division in Athens, Ohio, where he provides clinical supervision as a licensed professional clinical counselor, sees dual diagnosis, as well as drug/alcohol clients, and performs the personnel, administrative, and financial management duties of a site manager. Roger became involved

(Continued on Page 10)
Professionally Speaking

The Counselor as Consultant

Larry D. Burlew
Alpha Eta Chapter

As part of my identity as a licensed professional counselor, I also consider myself a professional consultant. My use of the label, "professional consultant," extends beyond what we as counselors traditionally define as our consulting role. Typically, we are trained to think of consulting as consulting with teachers over a student's personal problems, consulting with a supervisor on an employee's mental health issues, or consulting with an agency to whom a client has been referred. While I perform the consulting role during the counseling process, I extend the definition of the term consulting to include business consulting as part of my private practice.

Business Consulting

Business consulting means that many types of professionals hire me because of my professional expertise. Their organizations have problems, and they want my help in resolving those problems. Therefore, I have consulted with government agencies, private industries, and mental health agencies. Now you are probably asking yourself: What is he, an LPC, an expert in that public and private organizations/industries need help with? Good question, because now you are taking your first step to becoming a consultant.

Consulting Skills

When I decided that I wanted to be a business consultant, I asked myself, "What do counselors do that business and industry might need?" Having worked in private industry for years, a sample list of my ideas included the following: interviewing skills for managers who are frequently involved in the interviewing process; group dynamic skills for managers who meet with employees in groups or who problem solve in groups; effective listening skills for any employee; career development procedures and how they can be implemented in organizations; using the MBTI in developing interpersonally effective work groups; or using intuition along with traditional decision making skills. These ideas are not new ideas, and they certainly are not my ideas. The training you receive as a counselor introduces you to any one of the skills mentioned above. However, you must first believe in yourself, that you can be a successful, competent consultant, and then you must get some professional experience "under your belt" using those skills.

Building a Reputation

Next, a consultant needs to develop a reputation for effective consulting with a list of references. This aspect of consulting is a developmental process and one that requires patience and some "freebies" on your part. I first offered my services at little or no cost to community agencies (adult community centers are a great resource for this) or at low fees to organizations (associations are a great resource for this). I also networked, determining who was already consulting, and offered my assistance to help with their projects. Once I developed a decent consulting resume with references, then I felt more comfortable offering my services to private industries, Federal/State governments and mental health agencies for an appropriate fee.

Developing a consultant resume requires developing a talent for using your good "Enterprising" (Holland) skills. Learn to be proud of your accomplishments and share them with other professionals. Learn how to talk the business language. For example, do not begin a conversation with "I am an expert in communication skills training because I am a counselor," but rather say, "Let me tell you how effective communication between supervisors and supervisees can increase productivity. I train in this area." Learn how to negotiate because once you are in demand, some sharp "Enterprising" type will try to hire you at the most benefit to his/her organization at the least cost. Determine just how valuable your time is and negotiate efficiently and fairly.

Marketing

Finally, with the reputation you've gained, market yourself continually. Target organizations of interest to you, and let them know that you are available. Develop a portfolio of your work to show prospective contractors. Attend association meetings (e.g., local associations for personnel administrators or local chapters of the American Society for Training and Development [ASTD]) and share your portfolio or a professional brochure about your work. Network with other professional counselors and consultants to share ideas and work. Most importantly, keep working.

Developing a work load as a business consultant is not an easy job. I have been in the consulting business for over twelve years, and the steps above are just the beginning to a complex process. However, they will get you started if you are interested. My ultimate goal was to have a consulting firm hire me part-time, let them do the contracting work (administration and marketing), so that I could do more of the creative and training work. I am happy to say that my professional goal with regard to business consulting has become a reality. I now contract with one consulting firm specializing in government contracts. So, it can happen! Good luck with developing your consulting practice.

CSI Honor Cords Available for Spring Graduation

Many Chi Sigma Iota chapters now award CSI members honor cords to be worn during graduation ceremonies. Chapters or individuals may purchase CSI honor cords from Headquarters for $7.50. The braided double cords are blue and white with tassels.

In order for these to reach chapters in time for spring graduation exercises, orders should be placed soon. These should be mailed to CSI Headquarters, 229A Curry Building, 1000 Spring Garden Street, University of North Carolina, Greensboro, NC 27412
Chapter Happenings

**Shawn Scholten**
Associate Editor

**Newsletters Needed**

All chapters which publish newsletter are encouraged to send copies to Shawn Scholten, 135 5th St. SW, Sioux Center, IA 51250.

**Alpha Eta Chapter**

Leigh Ann Bradley writes, "Who would have thought that a topic such as 'Professional Development: Publishing and Presenting' would have its audience so engaged?" Serving as presenter for the Alpha Eta Chapter's Fall Colloquium was the University of New Orleans-Lakefront's Provost Lou Paradise.

During the hour, Bradley reports that Dr. Paradise provided encouragement along with practical information about the many avenues counselors have for professional development. He discussed publishing efforts, including academic journal articles, books, press releases, and newspaper columns. He also encouraged members to attend annual conferences and to volunteer to be speakers and lecturers at workshops.

**Alpha Chi Chapter**

The Alpha Chi Chapter at Louisiana State University reports that Dr. Susan Tynes and June M. Williams have assumed the position of statewide CSI coordinator. They replace Dr. David Spruill who has served in this position for two years. Since Louisiana is the only state with such a position, Dr. Spruill will be leading a focus group on the duties of the state coordinator at the CSI Workshop at the ACA Convention in Minneapolis.

Alpha Chi is also planning a spring professional development workshop. Dr. Gary Gintner, a nationally recognized expert, will address the new DSM-IV.

**Rho Chi Epsilon**

Rho Chi Epsilon at Radford University has had an active fall. The most successful event occurred in September and involved a guest speaking appearance by Dr. William Purkey from the University of North Carolina at Greensboro. Dr. Purkey spoke on the topic of "Inviting Oneself Personally and Professionally." More than 300 students, faculty, and community members were in attendance.

Two social events which were well attended by members were an October cookout and a December holiday party. Recognizing that there are those who are less fortunate, members contributed food to be donated at the end of the fall semester to a needy family.

New officers for the academic year are Regina Meredith, president; Lon Martin, vice-president; Angela Poythress, secretary; Charlene Reed, treasurer; and Theresa Reed, historian. Area representatives are Sharon Myers, school counseling; Mark Dye, community agency; and Beth Davis, student personnel.

**Epsilon Gamma Phi**

The Epsilon Gamma Phi Chapter at the University of South Dakota, under the leadership of president Mike McDaniel, has been working to offer a greater variety of activities and meetings for chapter members during the 1993-94 academic year. Social highlights have included an indoor autumn pizza picnic and a winter bowling party. In addition to business meetings, speakers have been utilized. Chi Sigma Iota intern Shawn R. Scholten spoke to her chapter in November about her experiences at the national level.

Members are continuing the sale of counselor t-shirts as a fund raiser. Work has also begun on a mentorship program to assist new counseling students adjusting to graduate school life. Other officers for the year include secretary Sam Leinen, treasurer Beth Larson, and assistant to the executive director, Dr. A. Spencer Davis.

**Alpha Delta**

The Alpha Delta chapter at the University of Maryland has been reactivated under the supervision of Dr. Paul Power with 16 new members. The chapter is presently under the leadership of officers Janice Hauschild, Stephanie Schlosser, and Karen Heller. Alpha Delta's membership is rapidly growing, with the inclusion of an outreach chapter as part of their Europe program.

The chapter hosted a dinner in September to welcome incoming counseling students to the university, as well as organized several social events with faculty and workshops throughout the month of October.

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**Membership Update:**

- Chapters: 131
- Active Members: 3,307
- Initiated Members: 9,541
- Life Members: 239

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**Deadline**

**May 1, 1994!!**

All chapters need to remember that annual reports are due at CSI by May 1, 1994. In order for chapters to receive their yearly rebate on membership dues, these reports must be completed.
Multi-Cultural Awareness, Knowledge, and Skills

June Williams
Alpha Eta

Culture-centered Counseling and Interviewing Skills: A Practical Guide.

By Paul B. Pederson and Allen Ivey


The primary purpose of Culture-centered Counseling is to guide counselors though a three-stage developmental sequence consisting of multicultural awareness, knowledge, and skills. The book is aimed toward students and professional counselors, and it is written in such a manner that it can be effectively utilized by experienced practitioners as well as beginning counseling students. The premise at the core of the book is that culturally learned assumptions shape an individual’s decisions and therefore control his or her life. Pederson and Ivey define culture in a broad sense, viewing it as a combination of ethnographic factors, demographic factors, status, and formal and informal affiliations. According to their definition, each individual belongs to a thousand or more cultures.

Culture-centeredness and Skill Development

The two main sections of the text focus on culture-centeredness and culture-centered skill development. The highlights of Part One include the following: (a) a discussion of a three-step approach to culture-centered counseling (awareness, knowledge, and skills); (b) presentation of the “Cultural Grid,” a conceptual framework for distinguishing between personal and cultural aspects of intrapersonal and interpersonal relationships; and, (c) presentation of the concept of synthetic culture, which aids in understanding the importance of cultural differences. Synthetic cultures are “made up” by using extremes which exist in various cultures in the real world and providing a laboratory environment in which to consider culture. Part Two focuses on skill development and includes a discussion of each of the following skills: (a) basic attending; (b) paraphrasing, summarizing and encouraging; (c) question-asking; (d) reflection; (e) confrontation and mediation; (f) focusing, directing and interpreting.

One major strength of the book is the emphasis throughout on the reader’s awareness, knowledge, and skill in culture-centered counseling. The text is interactive in that the reader is constantly called upon to assess and challenge his/her culturally based biases, assumptions, knowledge, and skills. Many exercises relating to the content being presented are strategically included in each chapter. While the reader may choose to skip the exercises when reading the text, completing the exercises strengthens the effectiveness of the book.

Ambitious Attempt

One weakness of the text is that it is somewhat ambitious in its attempt to be a comprehensive treatment of both culture-centeredness and culture-centered skill development. The section on skill development seems to have been slighted somewhat in order to allow for a complete discussion of culture. The section on culture is very thorough, and the concept of synthetic cultures is quite useful in conceptualizing culture; however, the section on skill-development is more superficial in its presentation than is the discussion of culture in the first section. More practical examples of effective culture-centered counseling skills would have been helpful in addition to the practice exercises which are included.

Fortunately, the wealth of knowledge which these two counseling experts have to share is more than enough to compensate for any limitations the book may have. Pederson and Ivey are both well known and respected counseling authorities, and the information contained in this book is invaluable. This would be an excellent choice for a primary or secondary text for a course or workshop in culture-centered counseling. The book is well suited for use in small or large groups, with numerous practical exercises which are appropriate for group discussion.

CSI’s Commitment

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with CSI through attendance at the Alpha Chapter’s professional development workshops at Ohio University. Joining CSI has helped increase his professional involvement at state and national conferences and provided invaluable networking opportunities with other professionals and leaders in the counseling field.

Roger also has a private practice where he specializes in trauma. He sees many individuals/families/groups who suffer from trauma related illness and runs a Vietnam Veterans trauma group. Some of the topics he has presented at state and national conventions include: “Self-efficacy & Self-esteem Issues among Incarcerated Learning Disabled Individuals” and “The Predictable Link between Life Stage Development Disruptions with Major Diagnostic DSM-III-R Categories.”

Conclusion

Susan, David, and Roger are examples of CSI’s hope to be a part in challenging and encouraging counseling students as they move through their academic experiences and as they become leaders within their communities and the profession.
When individuals contemplate entering a doctoral counseling program, it is a weighty decision. Doubtless, there will be a monetary burden, a disruption in work and family life, intensive coursework, and stress associated with all of the aforementioned. Then, having made the decision to "go for it," there is, of course, the comprehensive exams can be challenging for some at that final crucial dissertation phase, while others plunge forward. What, then, arrests the development--moving from ABDer to doctorate? The student must also pay for groceries, rent, clothes, and other necessities. As one ABDer stated, "I have a family and I need to think about putting bread on the table." There are also the written preliminaries and oral interview in the early stages (procedures could vary slightly depending on the particular program). The classes, seminars, tests, papers, and presentations can be rigorous. Deadlines are commonplace and contact with the outside world is, unfortunately, often curtailed. Later, the internship and written comprehensive exams can be challenging. Needless to say, generally toil, tribulation, and tension accompany all of these developmental phases of the doctoral candidates. What, then, arrests the development for some at that final crucial dissertation phase, while others plunge forward moving through and making that transition to Dr.?

Having talked with several CSI students stuck at this place, I discovered five major factors impinging on those who are part of the "All But Dissertation" phenomena. These five factors are financial, family, focus on career, frustration, and fear.

Financial Factor
The first factor is financial. Most people in a doctoral program accumulate bills, debts, and loans. Eventually, these need to be paid off or at least paid down on. Generally, graduate students are not paid to conduct their dissertation research project. Paid employment is often needed. Thus, the "Day of Reckoning for Debts" can be a contributing factor to being an ABDer. The student must also pay for groceries, rent, clothes, and other necessities. Having been a doctoral student heavily pursuing coursework for a couple of years while a spouse shouldered the financial and many matters or while shoulder the entire load alone, there is often a need to earn money to pay for these necessities. As one ABDer stated, "I have a family and I need to think about putting bread on the table."

Family Factor
A second factor is family. Many doctoral students have spouses and children. The demands of graduate school, however, may have limited the students contact with them. Recognition of a spouse may have been foregone to meet the pressing needs of papers and tests. Quality time and outings may have been put on hold while the graduate student attended classes. As one ABDer noted, "If I did not start devoting more time to my husband, I might not have one."

Guilt also seems to have a strong bearing. Having possibly missed children's school plays, athletic events, and recitals to meet the pressures of graduate school, many parent doctoral candidates vow to attend all such activities when coursework is complete. Dissertation projects often slide to the "back burner."

Focus on Career Factor
Focusing on a career is a third factor. Many doctoral counseling students have studied counseling coursework a number of years and have completed an internship experience which was invigorating in its application of what was learned in the classroom. As many institutions and workplaces accept ABDers, a number of doctoral candidates seek and relish the opportunity to work full-time in an exciting counseling position for which they have trained. Yet, with concentration on a career, an individual may find meetings, demands, and clients leave little time for concentration on the dissertation. A midwestern ABDer related that while it was great to have full-time employment upon finishing coursework, the downside was that the dissertation has remained at a standstill.

Frustration Factor
The fourth factor seems to be frustration. A number of counseling doctoral candidates display signs of "burn-out." There does not seem to be adequate energy left after completing the other doctoral steps to focus on that final step. A southern ABDer summed it up this way, "I'm just too burned-out to write my dissertation at this point." Thus, the dissertation research project is set aside for a period of time, which often seems to get lengthy.

Tied into this notion is the possible frustration with the dissertation material itself. Some individuals find a dearth of literature related to their planned-on project. Other individuals have the opposite dilemma, being overwhelmed with so much material that they do not know which way to turn. This may be translated into frustration in broadening or narrowing a topic. Others are frustrated at an earlier point of coming up with a topic. Some candidates may not find appropriate instruments or sites for conducting research. Aggravated, candidates may neglect their dissertation, thereby increasing the frustration.

Fear Factor
The final factor is fear, translated into "What will happen to me if I'm no longer a student?" Surprisingly, a few people seem to find the ABDer status a safe place. Though being an ABDer is not what was originally envisioned, it is what is known. As we all can verify, change is scary. Some ABDers seem to cling to that student harbor as a safe port. One individual summed it up in this manner, "I've been a student of some sort for 22 years and I really don't know how to adjust to being anything but a student!" Thus, fear of graduating and taking on a post-student identity is a factor contributing to ABDer status for a few individuals.

Summation
Some of the factors may obviously be interconnected, such as financial and family concerns. While any of these factors could appear alone or in combination with any other factor, they are, nonetheless, all factors playing a part in ABDerhood. They can be seen as reasonable and practical, yet each, in turn, contributes to incomplete dissertations. While a tough situation, one might reflect on all of the previous steps taken and accomplished and think of this as the final challenging step to an ultimate destination—moving from ABDer to doctorate.
At a time when the profession of counseling is amidst much change and turmoil, questions are frequently heard: "What is going to happen to us as a profession? Will there be a place for counselors in the future? What actions do counselors need to take today to prepare for the future?" In a six chapter monograph sponsored by CSI, CSI Distinguished Scholars Garry R. Walz, George M. Gazda, and Bruce Shertzer address various aspects of the future of counseling.

In Shertzer’s chapter, "The Evolution of Counseling," he looks at some of the struggles the profession faces. Addressing problems impacting school counselors, Shertzer states that "... most of the 25 or 30 national reports of the mid-1980s aimed at bringing about school reform were mostly silent about school counseling" (29). Shertzer admits feeling weary over the question of "counselor identity," and he hopes that "effective counseling professionals may not spend too much time searching for an identity but will simply live it" (32).

In another chapter, "Future Focused Generalizations on Counseling," Walz encourages counselors to reflect and respond to several different generalizations concerning the immediate future. These include the need for more counseling outcomes research, for counselors to become knowledgeable about adult development, and for counselors to be prepared for intense scrutiny of their ethical and legal behavior (72-74).

In Gazda’s chapter, "What Recent Survey Research Indicates for the Future of Counseling and Counselor Education," he summarizes three recent surveys regarding trends in counseling and counselor education and discusses what he would hope to see occur in the counseling future. These hopes include... much better training programs with more comprehensive training and higher skill levels, ... more counselor involvement in the entire health and wellness movement, and an... increased scope of counselor specialties/ emphases" (24-25).

Counseling Futures addresses what is happening now and in the immediate future in the profession of counseling. It is a monograph which encourages both reflection and action.

Copies can be purchased from CSI Headquarters for $7.50 (members) or $10.00 (non-members).