I have enjoyed being associate editor of the Chi Sigma Iota Newsletter for the last seven years. I’ve enjoyed working with both Joe Scalise (former editor) and our current editor, Cathy Woodyard. It has been fun. I appreciate the time the Chi Sigma Iota Scholars spent letting me interview them. When I began as associate editor, I was a doctoral student in counselor education at the University of North Carolina at Greensboro. Now, I am in my sixth year at Radford University as an associate professor of counselor education. Many of the leaders in Chi Sigma Iota have helped me define who I am as a professional through professional meetings and informal interactions.

My last article for the Newsletter concerns the personal development of counselors and counselor educators. It isn’t a new topic but certainly one that never gets old either.

I received my master’s degree in 1975 in counseling and left college with some assumptions about counseling and counselors. Of course, things have changed dramatically in the field of counseling since the mid-seventies, with the onset of managed care and the increasingly clinical nature of counseling. The counseling profession is better defined, and it has been strengthened by the increasing clinical focus, though we still search for our place in the world of professional helpers. There seems to be both an emphasis on increasing specialization and increasing uniformity of the concept of the “professional counselor.” It can be rather confusing. As a counselor educator, it can be very challenging to consider what one stands for and how one will go about training the next generation of counselors. I think back to the seventies and compare that time with the present.

Self-Discovery as Part of Training

One of the biggest influences on my decision to become a professional counselor was reading a book by Sidney Jourard (1964) entitled The Transparent Self. The idea of seeking authenticity and continued growth as a person was very attractive. The focus in many counseling programs in the seventies was on the importance of personal growth and especially the personal growth of counselors. There were marathon groups, encounter groups, gestalt groups, and other types of programs designed to help counselors and counselor trainees develop more self-awareness and authenticity. Many of my professors continued to work on themselves as people through therapy or other growth experiences. Sure, there were some drawbacks to the encounter group movement, but there were also some very good things about that time in counseling. When I graduated with my master’s degree, it seemed to me that being a counselor meant you had a certain philosophy and way of life that was consistent with self-examination, increasing authenticity, and self-actualization. Having the skills and knowledge of a counselor was not enough. You also needed certain personal qualities that meant you continued on the journey of self-discovery and self-insight. As counselors developed more depth in themselves, they were better able to assist their clients with their difficulties in living. In the nineties, it seems many counseling programs have strayed from the personal growth emphasis in counselor training.

Change in Emphasis

Now, I know that almost all counselor educators say or write the words “personal growth” and tell their students it is an important aspect of training, but actually providing experiences that are directed toward personal growth is another matter. It seems to this writer that we have become much more problem-centered and skills-centered in counselor training, and of course that is important. But do we now believe that skills and knowledge are enough? What about the person of the counselor and counselor educator? There seems to be much less emphasis on the person of the counselor than a decade or two ago. Does this mean we are healthier? Or does it mean that as a profession we, too, have been drawn into the social trance where competition and power are prime motivators for behavior? Perhaps, self-insight is “out,” and self-promotion is “in.”

Counselor Educators as Models?

I know that I am oversimplifying and that there are many counselor educators and counselors who believe that personal and professional integrity are important. There are many individuals who believe that one’s self-worth cannot be measured by external evaluations of behavior but by an inner standard that each individual has developed through training and experience. However, I wonder what

(Continued on page 11)
Halfway Mark for 1996-97 Program Year

Pete Warren
CSI President

It is Thanksgiving weekend and time to give thanks for people and associations who are significant in our lives. Certainly for those of us who belong to Chi Sigma Iota we have much to be thankful for at this time of year. For more than eleven years Chi Sigma Iota, through its members and leaders, have fostered scholarship and leadership for our profession. Let us give thanks for Tom Sweeney and his foresight and hard work which brought Chi Sigma Iota into existence and who has nurtured it through its first eleven years.

ACES Conference
My article in the fall edition of the Newsletter set forth our agenda for the 1996-97 program year. At the halfway point, we are on target to reach our goals by the end of the year. Tom Sweeney, Mary Thomas Burke, Courtland Lee, Jane Myers, and I had the opportunity to meet with each of the ACES Regions during the national ACES conference in Portland, October 4-6. All of us were well received and had the opportunity to share with the regions concerning CSI activities and plans. Seeds were planted for greater CSI involvement during the regional meetings which are held each year. On Saturday morning of the conference, a networking session for CSI leaders was held at 7:15 a.m. A great turnout of more than 25 CSI leaders and others who were interested in our society enjoyed a very productive sharing time. We were able to provide participants up-to-date information on several program activities. Jane shared concerning the Faculty Adviser Network, and Tom discussed the development on our new regional structure and the new CSI homepage. Discussion was also held concerning plans for CSI Day at the upcoming ACA Convention in Orlando.

Awards Nominations
Chapter faculty advisers recently received materials for awards nominations for 1997. I do hope that we will receive many nominations this year. I want to express my appreciation to Don C. Locke who agreed to serve as chair of this very important committee. We are looking forward to a great awards ceremony at CSI Day in Orlando. Jane Myers is heading up a committee examining our awards process. Recommendations from this committee will come to the CSI Executive Council at its meeting in Orlando.

CSI Day Plans
CSI plans for the ACA convention are coming together. A full description of what we will be doing during the convention is located in this Newsletter edition. I do hope that we will have a large representation from all of our chapters. I look forward to seeing all of you at ACA in Orlando.

Elections Held
Again, we have an excellent slate of officers, and the results are provided in this Newsletter. It is not too early to be thinking about elections for 1998. We are currently seeking nominations for president-elect and secretary.

Membership
Our membership is continuing to grow. We are right on target with our projections for new members and chapters. We still have a lot of counselor education programs which do not have CSI chapters. We have heard from (Continued on Page 7)
Update from Headquarters

Thomas J. Sweeney
CSI Executive Director

ACES Conference

The ACES conference in Portland proved to be all that was hoped for and more. We had many inquiries at our exhibit and over a dozen requests for chapter start-up materials. Equally important, our Faculty Advisors Network had an added opportunity to meet and share ideas and suggestions. Our logo and mission statement appeared on the spine of the conference book, and our one-page ad was very well received by those in attendance. The ACES regional leadership allocated time on their busy business meeting agenda to our request for input on our proposal to encourage our members to attend the annual fall meetings of the ACES regional groups. The plan is to conduct additional leadership training at these meetings as well as to encourage more networking among chapters within states and regions. We received only positive comments. As a result, we will be proceeding with plans to submit proposals for time and space at the regional meetings next fall for CSI purposes.

Regional Chapter Facilitators

In other articles in this Newsletter, the first stages of two new initiatives of CSI are reported. One concerns our new Regional Chapter Facilitators (RCF). Our goal is to provide more support to chapters in addressing the mission of the Society. As the number of chapters and members has increased steadily over the years, the headquarters' office finds it more difficult to personalize the requests from individuals and chapters. Because we have so many members who generously give of their time and talents, rather than increasing costs by hiring personnel to handle the greater volume of business, we hope to tap our greatest asset, that of the expertise and enthusiasm in the field. We are hoping to benefit also from the new electronic tools through the internet and E-mail to meet the growing needs of our members and chapters. The RCF, headquarters, and Chapter Development Committee will be committed to providing more and better service in the coming months and years.

Academy of Leaders

The other new initiative relates to the CSI Academy of Leaders. Central to the mission of CSI is the identification and nurturing of new leaders for the profession. We have been blessed with the energy, commitment, and time of many proven leaders over the years. We also have witnessed that experiences gained through CSI have helped these same leaders be better prepared for later service to the profession at large. As was noted in the ACES conference advertisement, past-presidents of CSI are prominent in ACA's leadership with many in offices of ACA and its divisions now and over the years. Many more members are active in local, state, regional, and national organizations as a result, in part, of being active within CSI and its chapters. We wish to tap this reservoir of talent to help develop more and better strategies for preparing individuals for leadership positions.

Promoting excellence in counseling requires leadership. Leaders are ordinary people who learn how to do the extraordinary. One of our tasks is to provide the tools and opportunities needed to prepare those who would be willing to accept leadership positions in the future. The Academy of Leaders is to be a source of ideas, support, and assistance in helping us cultivate new leaders for the 21st century. We believe that we are moving in the right direction when it comes to the use of new technology as leadership tools for the future.

Web Page

For those of you who have been in contact with the headquarters' office, you are aware of our web page address (http://www.uncg.edu/ced/csi). We are truly pleased with the positive response that we are hearing from members who can download the information and forms that they require without a waiting for the "snail mail." Virtually every chapter or aspiring chapter or member can access the information that they require over the internet. A UNCG doctoral student, Patrick Thomas J. Sweeney
CSI Day in Orlando
Saturday, April 5, 1997

ACA Convention
Clarion Hotel
9:00 a.m.-7:00 p.m.

Chi Sigma Iota Day at the ACA Convention in Orlando will provide a variety of activities for CSI members and other interested persons. The full CSI Day will be held Saturday, April 5th, at the Clarion Hotel. For the first time, on the day preceding CSI Day we will hold a special leadership training workshop. More information on this can be found on page 5.

With the exception of the Faculty Advisors Network (for faculty advisors) meeting and the Chapter Leadership Network (for all chapter leaders) meeting, all CSI members and interested persons are invited and encouraged to attend all CSI Day events.

9:00-10:30  FOCUS GROUPS

Creating a Newsletter
Cathy Woodyard, CSI Newsletter editor

Fundraising
Diane Sheperd-Tew, CSI treasurer

How to Present a Professional Award Package
Carol Verhulst, CSI intern

Membership
Bill Nemec, faculty advisor, Malone College

10:45-12:00  FACULTY ADVISORS NETWORK
Jane Meyers, Chair, CSI Chapter Development Committee

10:45-12:00  CHAPTER LEADERSHIP NETWORK
Linda Leech, CSI intern
Carol Verhulst, CSI intern

1:30-3:00  PANEL OF ACADEMY LEADERS

3:00-4:30  BUSINESS MEETING

4:30-5:30  AWARDS CEREMONY

5:30-7:00  RECEPTION
Leadership Development Day Planned

Mary Thomas Burke
CSI President-elect

Have you ever wondered how to develop emerging leaders from among our Chi Sigma Iota membership? Are those leaders born leaders, or is leadership a developed skill? Are Chi Sigma Iota members potential leaders? How do we plan programs that will keep these potential leaders active and interested? How do we get part-time student members and full-time professional members involved in leadership roles? And finally, how do we help our chapter leaders develop skills in order to run our business meetings well?

If these are questions you ask yourself, the Leadership Development Workshop in Orlando is especially designed for you. Chi Sigma Iota will sponsor this workshop for all chapter leaders and aspiring leaders, CSI interns and fellows, and faculty advisors. This is an opportunity to hear some of your distinguished international leaders address these important questions.

We'll learn how to keep chapter meetings from getting bogged down and agenda items postponed from Don C. Locke, former ACA parliamentarian and distinguished state and national leader, and Jane Myers, past-president of ACA, AADA and AAC, will give us some insight into ways of developing emerging leaders; Judy Miranti, past-president of Chi Sigma Iota and ASERVIC, will share some of her secrets for the success that she and others have with the Louisiana chapters; Linda Leech, CSI intern, will share with us ways to include professional members in our chapters. Come learn from these and other accomplished professionals the answers to some of your burning questions.

The leadership Development Workshop will be held on Friday, April 4, 1997, from 1-5 p.m. at the University of Central Florida. A wine and cheese reception will follow the workshop and will give you an opportunity to meet informally with the presenters. Transportation will be provided to and from the workshop. Look for the details through your chapter newsletters, the CSI Web Page, or by calling CSI headquarters.

Because space is limited, individuals and chapters need to pre-register with CSI headquarters for the workshop. Please write, phone or E-mail your registration by March 17, 1997.

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Chi Sigma Iota Leadership Development
Orlando, Florida
Central Florida University
Friday, April 4, 1997

1:00-5:00  LEADERSHIP DEVELOPMENT WORKSHOP

1:00-1:55  Programming: Chapter and State Levels
           Judith Miranati

2:00-2:55  Emerging Leaders: How Are They Developed?
           Jane Myers

3:00-3:55  Parliamentary Procedure: Meetings Can Be Productive!
           Don Locke

4:00-4:55  Professional Membership: How Do We Attract and Keep Members?
           Linda Leech

5:00-6:00  Wine and cheese reception
1997-98 Election Results

Courtland C. Lee
CSI Past-president

Four highly qualified members of CSI allowed their names to be placed in nomination for the offices of president-elect-elect and treasurer-elect. The nominees for president-elect-elect were William Nemec and Lisa Lopez Levers, and the nominees for treasurer-elect were Brad Erford and Scott Gillig.

Chi Sigma Iota is extremely grateful that these professionals were willing to commit their time and efforts to advancing the mission and goals of the Society. We wish to express our gratitude to them for their dedication to CSI.

President-elect-elect

William Nemec, professor of counseling at Malone College in Canton, Ohio, was elected CSI president-elect-elect. Nemec formerly served on the CSI Executive Council in the office of secretary. In addition, he is the former faculty advisor of the Alpha Upsilon chapter at the University of Akron. He is a past-president of the Ohio Counseling Association and currently serves on the executive board. Nemec was instrumental in gaining licensure for counselors in Ohio and served as a charter member of that state's licensure board. He has received more than fifteen professional awards including the John R. Cochran Professionalism in Counseling Award from the Alpha Upsilon chapter, the Charles E. Weaver Meritorious Service Award from the Ohio Personnel and Guidance Association, and the Distinguished Graduate Award from Ohio University.

Nemec is committed to continuing CSI’s present initiatives. In addition, he would like to develop regional programs for CSI, advance diversity in membership and leadership, enhance the research mission of CSI, provide program ideas to chapters, and encourage greater participation in the CSI awards program.

Treasurer-elect

Scott Gillig, assistant professor in the counseling program at Barry University in Miami Shores, Florida, was elected CSI treasurer-elect. Gillig has also worked in private practice and was a site supervisor for a mental health center in Ohio. He has experience serving as an expert witness, being on the Ohio Counselor and Social Worker Board, and working on ad hoc committees for developing LPC/LPCC exams. Gillig started the Sigma Phi Beta chapter at Heidelberg College. He was the recipient of the Ohio Counseling Association's Herman J. Peters Award for exemplary service.

Gillig would like to draw on his experience developing and administering a budget as director of a counselor training clinic in serving as CSI treasurer. He sees an essential function of CSI to be inspiring future counselors to combine their efforts in evolving a universal perspective of counseling.

Please join me in congratulating all four candidates and pledging our support to the two newly elected Chi Sigma Iota International officers.

Where to Find What’s Happening in Orlando

Diane Sheperd-Tew
CSI Treasurer

Orlando, Florida has approximately 33,986,000 visitors a year. Hopefully, you will be one of those visiting Orlando when you attend ACA’s Conference and CSI Day from April 5-8. There are a surplus of activities and points of interest in and around Orlando. Plan now to combine professional growth and networking with fun and recreation.

If you would like details concerning specific events or activities in Orlando, there are several website locations where you can receive an abundance of information. They are as follows:

- http://www.iu.net/orlando/
- http://www.lar.net/isiddons/orlando.html
- http://www.gofilorida.com/orlando
- http://www.globalnet/golda06.html
- http://www.medialynx.com/
- http://lokicorp.com/orl/thecity.htm
- http://intpro.com/orlando
- http://www.orlando-discounts.com/
- You can also write for information at Orlando/Orange County Convention and Visitors Bureau, Inc., Forum Drive, Suite 100, Orlando, Florida 32821 or call (407) 365-5899. Once you arrive in Orlando, for $.50 you can dial 511 for up-to-the-minute information on stocks, weather, theme parks, attractions, dinner theaters, and restaurants.

With so many choices, obtaining information and planning ahead will guarantee you won’t miss out on the many special interests and activities in and around Orlando.
CSI Creates

"Academy of Leaders"

Thomas J. Sweeney

CSI Executive Director

Since its inception, CSI members and chapters have benefited from the generous giving of time and talent by many experienced and proven leaders within the profession. Many chapters have had our Scholars and officers as speakers for their initiations for only a portion of the cost of their travel and lodging expenses. Because the Society is dedicated to the development of leaders for the profession, every opportunity to help model, mentor, and otherwise encourage emerging leaders is a high priority. As a further effort in that direction, the Executive Council has approved the development of the CSI Academy of Leaders. The purpose of the Academy is to serve as mentors, teachers, and exemplars of the best in leadership for those CSI emerging leaders.

Criteria

The criteria for invitation to serve on the Academy include the following:

1. A leader will have been a CSI regular member for six or more years or a life member for two or more years whose primary identity is as a professional counselor, counselor educator, or counseling supervisor.

2. A leader will have experience at two or more levels of leadership (i.e., state, regional, national, or international) as an executive officer in the profession; for example, serving in positions such as presidents, executive directors, editors of national, refereed journals, and chairs of credentialing and accrediting bodies.

3. A leader will be willing to provide service for a minimum of three years; for example, activities such as assisting with the development of leadership training materials, conducting leadership sessions, speaking at CSI initiatives and related functions, teleconferencing or E-mail mentoring. It is anticipated that such service will entail on the average the equivalent of only a few days each year.

Preferably, Academy members will have teaching/supervising, research, publications, and other areas of expertise which broaden the scope and kinds of contributions which they can offer. Recipients of the CSI Leadership Award and all past-presidents of CSI are eligible if they choose to serve as members of the Academy because all meet or exceed the criteria.

Selection

The Executive Council will select individuals for nomination based upon other considerations as well. Consideration of diversity, geographical representation, and continued active participation in state, regional, national, and/or international counseling organizations, for example, will be important to providing the most comprehensive services possible. Initially, the goal is to establish approximately two or three leaders within each of the CSI/ACES regions who are willing to donate their time to the above types of activities. As feedback from the leaders, members, and chapters indicates, we will continue to develop the composition and activities of the Academy.

First Members

The first members of the Academy will be recognized at our meetings in Orlando this April 4-7, 1997. A panel of Academy members will be presenters for one of our programs as a part of our leadership training during the conference. Some will be presenters at our pre-conference leadership training on Friday afternoon, April 4, at the University of Central Florida. The CSI Academy of Leaders will be listed on our web page and revised from time to time. Further questions or comments about the Academy can be directed to the CSI executive director who is coordinating the efforts of the Academy on behalf of the Executive Council.

Thanks to Sam Gladding

Our thanks and admiration to Sam Gladding for his truly outstanding account of his work with Wake Forest students and Mother Theresa last winter. Sam, I am sure all of your friends and colleagues were deeply moved by your account of the experiences of your group. Thanks for being such a great role model for all of us.

See you in Orlando April 4-6.
Surfing the Net...CSI Style (or Welcome to the CSI Web Page)

Carol Verhulst
CSI Intern

Yes, Chi Sigma Iota has a home page on the World Wide Web, the Internet. Why might you drop in for a visit? First of all, the home page looks really nifty, with a rotating globe and a very professional appearance. Next, you can save time by answering many questions online! You won't need to call Kelley Rowland at the headquarters' office to ask for new member applications or a sample of chapter by-laws. You can find these online and print them at your own office (You can see Kelley's picture by clicking on "Directory," then clicking on her name). Maybe you would like to buy a special CSI graduation gift for someone—how about a CSI logo watch or a CSI sweatshirt? You can find photos, prices, and ordering information from the CSI home page (look under "Store" on the main menu). You can even find out the number, names, and university sites of CSI chapters in your state. Would you be surprised to find out that Ohio has more chapters (11) than any other state?

Perhaps you would like to contact the CSI president, but you do not know who that person is. Look under "Directory" from the main menu, and you can get Pete Warren's name, address, phone numbers, and E-mail address. You can also click on his name and see his picture. Would you like to be able to articulate the benefits of membership in CSI? Click on "What is CSI?" from the main menu, then click on "Membership," and print out a list of these benefits. Would it help your chapter to have sample scripts for your next initiation ceremony? Look under "Chapters Info" on the main menu. "Chapters Info" is also where you can find the sample set of chapter by-laws.

Okay, so now you are really interested in using the new CSI home page. How do you get there? Log onto your Internet browser (Netscape, Microsoft Internet Explorer, etc.) and type in the address of: "http://www.uncg.edu/ced/csi/" (please do not type the quotation marks). To help make this easier to remember, "www" stands for World Wide Web, "uncg" stands for the University of North Carolina at Greensboro, where the CSI International headquarters' office is located, "ced" stands for the Counseling and Educational Development department at UNCG, and "csi" of course stands for Chi Sigma Iota.

When you reach the home page, you will see a listing of items on the left of your screen. These main menu items are: What is CSI?, Membership, Chapters Info, Projects, Directory, Publications, Store, Listservs, Affiliates, Calendar, UNCG, and Main. Each main menu item will be highlighted in blue—the blue color means that you may click on the item and be linked to the information associated with that item. This means that when you click on "Store," you will be linked to the page that contains photos of the CSI logo item, and their prices and ordering information. With the "Affiliates" menu item, you can be linked to ACA and other related organizations, such as NBCC and ACES. I used this link to register for the 1997 ACA Conference in Orlando.

Maintaining and enhancing this wealth of online information has been and will continue to be a challenge for a very small staff. You may see a notice under a few selections stating that the page you are seeking has been taken off-line for enhancements. Please be patient. Please note that all of the items described above are available, with no current plans for enhancements. Feel free to send your comments and suggestions to myself (cverhulst@msn.com) or to Thomas J. Sweeney, the executive director. Have fun exploring the CSI Home Page! Happy Surfing!

New Forum for Chapter Leaders

David Letiecq

This spring semester, the Chapter Leadership Network (CLN) gets a long-awaited boost in its mission to help chapter leaders connect in cyberspace and to share information via the information highway. After months of planning, in January the CSI Chapter Development Committee and CLN will launch the CLN listserv, an electronic "bulletin board" for CSI chapter leaders. It has been created to provide an interactive forum for elected/appointed chapter leaders to discuss common concerns and issues relating to the operation of their home chapters. The CLN listserv follows in the steps of its predecessor, the Faculty Advisor Network (FAN) listserv, a similar bulletin board/mailing list for faculty advisors.

Meeting Leaders' Needs

Chapter leaders who met in Pittsburgh on CSI Day excitedly endorsed the creation of the CLN listserv because of its potential in assisting them with their chapter responsibilities and duties. Many leaders expressed interest in connecting with other CSI chapter leaders to exchange ideas, brainstorm new ones, and possibly to collaborate on various projects, fundraising events, etc. Through the CLN listserv, the chapter leaders' wishes can now be fulfilled.

In ways that allow them to strengthen chapter operations, resources, and activities while also nurturing their own leadership skills and professional development.

Membership

Membership to the CLN listserv will be limited at this time to all chapter officers who have been elected or appointed to their position (i.e., presidents, vice-presidents, treasurers, secretaries, chairpersons, etc.) and all members of any chapter committees. Chapter leaders interested in joining the CLN listserv may do so by sending an E-mail to Carol Verhulst, CSI intern, at cverhulst@msn.com with the following information: full name, E-mail address, leadership title, and CSI chapter name and university. Subscribers will receive both notification that they have been added to the listserv and instructions on how to exchange information with other CSI chapter leaders via the listserv.
CSI’s New Regional Chapter Facilitators

Thomas J. Sweeney
CSI Executive Director

At the summer meeting of the Executive Council, it was decided to implement a new means of serving chapters. We have been growing in the last year and a half by an average of one new chapter each month. We are steadily approaching 170 chapters throughout this country and abroad. We are aware that each chapter has its particular needs and assets which deserve personal attention from time to time. The mission of the new Regional Chapter Facilitators (RCF) is to assist CSI with establishing and sustaining strong, active chapters. As originally conceived, there was to be one RCF in each of the five regions of the Association for Counselor Education and Supervision (ACES). As expectations for the position evolved, it became clear that regions would have uneven numbers of chapters within them. As a consequence, we wished to ensure that the responsibilities will not be burdensome and that the needs of each region and state can be addressed without artificial restraint upon the structure. We expect to add new members to the list of RCF’s below, according to the needs and wants within each region.

Responsibilities

The charge to this year’s RCFs is to help the executive director, in conjunction with the Chapter Development Committee, to 1) establish and maintain a regional chapter network; 2) initiate personal contact with each chapter to promote leadership, service, research; 3) assist with reactivation of chapters through leadership development, new member identification, planning and implementing chapter activities, and awards recognition; 4) promote and assist with new chapter development; 5) provide headquarters information needed to serve chapters and members effectively.

The five ACES regions hold a fall conference each year (except on every fourth year when the national ACES conference is held as it was in Portland this last fall). During their regional business meetings in Portland, CSI officers requested acceptance of our proposal to participate in these fall meetings. In addition, we noted that we wish to sponsor leadership training at each of these meetings. We received only positive responses. Therefore, the new RCFs will be working with headquarters and the ACES regional leadership to arrange and conduct leadership training and networking opportunities for both faculty advisors and CSI chapter leaders for the coming fall series of conferences.

Regions

The regions by states are: Southern (N = 14) AL, AR, FL, GA, KY, LA, MD, MS, NC, SC, TN, TX, VA, WV; North Atlantic (N = 10) CT, DE, ME, MA, NH, NJ, NY, PA, RI, VT; North Central (N = 13) IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, OK, WI; Rocky Mountain (N = 6) ID, CO, MT, NM, UT, WY; Western (N = 7) AK, AZ, CA, HI, NV, OR, WA.

Regional Chapter Facilitators

The persons holding these positions must be faculty advisors who already plan to attend the ACES regional meetings and who have experience through their chapters which can be used to assist others through E-mail, fax, telephone, and regular mail. Those who are initiating this new service in the current year are:

Southern Region
Karen Hinch
Stephen F. Austin State University
Counseling and Special Education Programs
Birdwell Building, Room 121
Box 13019 - SFA Station
Nacogdoches, TX 75962-3019
(409) 468-1366 (o)
(409) 468-1342 (fax)
Email: khinch@titan.sfasu.edu

Mark Viator*
Our Lady of the Lake College
5345 Brittainy Drive
Baton Rouge, LA 70808
(504) 768-1700 (o)
(504) 768-1726 (fax)
Email: mviator@ollcollege.cc.la.us
*Coordinator

North Atlantic
Joe Kandor
Dept. of Counselor Education
350 New Campus Drive
Brockport, NY 14420-2953
(716) 395-2258 (o)
Email: jkandor@po.brockport.edu

North Central
William Nemec
515 25th St. NW
Malone College
Canton, OH 44709
(330) 471-8439 (o)
Email: nemec2@malone.malone.edu

Rocky Mountain
Alan Davis
Department of Counseling & Human Services
Montana State University
1500 North 30th Street
Billings, MT 59101-0296
(406) 657-2019 (o)
(406) 657-2807 (fax)
Email: ed_davis@vino.emcmt.edu

Western
Elizabeth Wosley-George
Department of Special Education and Counseling Education
Portland State University
P.O. Box 751
Portland, OR 97207-0751
(503) 725-4750 (o)
(503) 725-5599 (fax)
Email: liz@ed.pdx.edu

It is worth noting that chapters outside of the states have had at least one person appointed to provide similar assistance to them over the years. This service will continue as in the past in the person of Vincenta M. Cervera of Iota Phi chapter in the Philippines. For future reference, the RCF’s will be listed on the CSI website address (http://www.uncg.edu/csed/csi). More on the regional activities will be found there and in future Newsletter articles. Other faculty advisors interested in giving assistance with this work are invited to contact the executive director at the headquarters’ office of CSI.
Faculty Advisor Highlight
Paula Stanley Offers Unique Perspective

Geoffrey Williams
Associate Editor

When asked to reflect on her experiences in CSI, she said, “My first experience on the national level was with the Newsletter, where I had the opportunity to interview the panel of CSI scholars. That was such a valuable learning experience. Working with the CSI leadership, as well as other fellows, provided a foundation of professional support for me.” Stanley referred to this period as a time when she bonded with innovative thinkers. “It helped to shape my goals and expectations as a counselor and a counselor educator,” she said.

Sharing further about her personal growth within CSI, she commented, “These experiences encouraged me to grow — to think. As a result I grew as a person. I developed an interest in writing and was able to pursue that. Also, I developed confidence in many areas, personal as well as professional.” Describing her experience in CSI as an opportunity to “give voice to my own ideas,” she explained, “Interacting with the membership of CSI was stimulating, from the beginning I was impressed by the professionalism of the organization.” Equally impressive for Stanley was the atmosphere of warmth. She recalled, “I always found CSI leaders very willing to share, and that was very helpful to me.”

With this foundation that profoundly impacted her development as an educator, Stanley brings an inspired, open disposition to the role of faculty advisor. When asked how she views herself in that area, she stated, “During my experience in school, the people who were at the hub of activity were in CSI. The environment was stimulating, and it challenged me to identify and try new approaches to various issues. One of my ideals would be that our chapter here at Radford could create a similar environment.”

“I encourage officers and members to have new ideas and to follow leads that are interesting to them,” she continued. “I support a very democratic process among the membership.” Stanley applies techniques that mirror CSI leadership training such as strategic planning meetings. “Prior to each school year we meet to form an agenda and develop a strategy to reach those goals. This really encourages students to take responsibility for the growth of the chapter. It’s very important to me that they own this experience. I think that by doing it this way it offers students a sense of accomplishment.”

A fundamental tenet of Stanley’s philosophy as an educator and chapter advisor is what she described as “potential.” “I most enjoy the process of guiding students as they recognize potential within themselves. Oftentimes something emerges that they were unaware of. CSI allows me a forum to invite that process to occur, and I really enjoy watching it happen. CSI is like a thread for me that connects ideas and people and actions.” She surmised, “It helps to give concrete shape to abstract ideas.”

When reflecting on her interview with Paula, it reminded me of speaking with an old friend — genuine, warm and comfortable. Her comments echoed a sincerity and spirit that don’t easily transfer to printed form. Clearly, the students and educators that interact with her are fortunate. As a member of CSI, I felt very proud and inspired as well.

Update from headquarters
(Continued from page 3)

Prince, has been donating his expertise and time to help us develop an attractive, user-friendly page. Jane Myers, UNCG faculty advisor, and I have attended some workshops on hypertext markup language and power point applications, but it has been Patrick’s efforts which have made it come together. We have high expectations for the usefulness of this source to all of our members. You will learn about them in future issues of the Newsletter as well as the page itself. In the meantime, please take a look at our page now and watch it continue to evolve even more in the coming weeks and months. We welcome your feedback and suggestions.

Faculty Advisors Network

Finally, for those who are faculty advisors, we are anxious to have you sign on to our Faculty Advisors Network (FAN). Simply send an E-mail to jemyers@hamlet.uncg.edu requesting to subscribe. There is already a lot of good information being shared, and we want all faculty advisors to have access to it. It is also a great way to get answers to questions you have about situations that you have in common with others. Likewise, for chapter officers, committee chairs, and committee members, there is now a Chapter Leadership Network (CLN) list-serv. To subscribe, send an E-mail message to: (everhulst@msn.com) This is one of our most promising means of cultivating leadership know-how and skill. It may become a requirement for accepting a chapter office that all such persons be subscribed and regular contributors to the network. Try it, we think you will like it!
Counselor as Person

(Continued from page 1)

we are modeling to our students, the counselors-to-be.

There are many individuals who are blind to their lack of self-insight and need to control and dominate. They often recommend books on personal development so others can become self-actualizing as they perceive themselves to be, but is it enough to recommend a book? I wonder, "What are we doing in our own lives to develop greater health as counselors? Do we really believe it is important? Do we really know who we are?"

In Conclusion

As I write my last article for the Chi Sigma Iota Newsletter, I realize that I have been fortunate to have mentors who strive for continued personal growth as well as professional competence. I also have been inspired by many of the Chi Sigma Iota Scholars I have interviewed for the Newsletter. Their personal integrity, it would seem, has contributed to their professional success. As counselors and supervisors of counseling students, we can continue to ask ourselves if we have the courage to continue to learn, not only about counseling techniques but also about ourselves. Do we listen to and consider the value of feedback from others? Do we assess the effects of our behavior on others? How honest are we with ourselves? I guess each of us will have to answer that for ourselves.

How Did I Become My Parent's Parent?

By: Harriet Sarnoff Schiff

This book addresses the practical and emotional challenges adult children face when caring for aged or disabled parents. The author introduces the term "chadult," the contraction of "child-adult," referring to an adult child whose parents are still living. The term chadult is not age specific and is linked with a time in life when we have freedom to live, play, work, and travel. Schiff claims that many baby boomers are now experiencing "Chadulthood," when freedom and comfort are taken away, not by choice, but by the circumstances related to caring for their elderly parents.

Schiff worked for many years as an admissions coordinator for a group of thirteen nursing homes. She worked with residents as well as their caregivers who made the decision to admit their parents to a nursing home. The author witnessed the emotional distress, uneasiness, and indecisiveness that the adult children suffered when having made such a decision. They felt a sense of guilt, pain, and fear that they made the wrong decision or did not do enough for their parents.

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An Overview

The book addresses the emotional concerns of being a caregiver in a sensitive, open, and compassionate way. The author intertwines real life stories from working in nursing homes into each of the six chapters. The inspiring and humorous stories provide insights to caregivers and their counselors about the stresses of caregiving. These stories offer the caregiver hope that others have experienced the same feelings of guilt, anger, and depression and survived by generating solutions to their caregiving concerns.

Chapter two discusses role reversal. Most adult children learn they have to "call the shots" for their parents and be their parents' parents. The new role is not easily accepted because when we admit our parents are aging we must face their eventual death and our own mortality.

Chapter three focuses on the relationship the adult child had with a parent while growing up. Adult children take on the role of a caregiver to repay all the love and attention they received as a child. However, some adult children have difficulty in becoming a caregiver due to unpleasant or hurtful family experiences as a child. The author mentions that "forgiveness" is the cornerstone of being a good caregiver and provides case examples of how caregivers were able to put the past behind them.

Chapter five discusses the emotions associated with caregiving and compares it to the death of a loved one. In fact, the stages of caregiving are comparable to Elisabeth Kubler-Ross's stages of grief. The caregiver may experience such stages as guilt, anger, depression, powerlessness, and acceptance.

The last chapter discusses the need to update the definition of what constitutes a family. The definition must encompass more than the traditional family of mother, father and child. The concept of family may include a stepfamily, an adopted child, a close neighbor, in-laws, or a gay and lesbian couple.

Since the definition of family is extensive, the role of a caregiver may be occupied by someone other than a biological family member.

Thank You

The words "thank you" are not adequate to express my appreciation for the work Paula Stanley has done as associate editor for the Chi Sigma Iota Newsletter. Her consistent willingness to provide creative and professional articles for the Newsletter for seven years is genuinely appreciated. Her dependability, commitment, and professionalism have exemplified the purposes and goals of Chi Sigma Iota. Thank you, Paula.

Cathy Woodyard
CSI Newsletter Editor

Book Review

Caring for Your Parents

Victoria A. Sardi
Rho Theta

How Did I Become My Parent's Parent?

By: Harriet Sarnoff Schiff

An Overview

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Reference

When I joined the Personal Counseling Service staff at Oklahoma State University several years ago, I became the coordinator of an innovative, multidisciplinary eating disorder program. The legacy which I inherited was to strive to provide the most effective interventions possible to the increasing number of students who present with a diagnosis of anorexia, bulimia, or a subthreshold cluster of symptoms. I began this work with no expertise and a determination to learn. A tremendous resource in understanding the inner life of a student who lives with an eating disorder is the student herself. In the next few paragraphs, you will read the personal experience of one client who is recovering from anorexia nervosa.

The Client Speaks to Counselors

An eating disorder is a shameful, lonely disease. It is both crippling and empowering, both a best friend and a worst enemy. Eating disorders enter a life and completely take over a mind and body. They become a part of the very make-up of the person they so often destroy, and it becomes almost impossible to separate these two entities. A trust is built with this friend, as I have been with me through some very difficult times. I am now in the process of tearing down my wall, and I can honestly say it is the hardest thing I have ever done. I continually wish I could look over the wall to see if I like what lies on the other side, to see if it is a world in which I could find as much comfort as I find in my anorexia, but I know this is not possible. I must make a clean break. Some days this thought scares me more than the thought of eternally living with my anorexia, and it is on these occasions that I put down my hammer and work to patch the cracks I have made in my wall. The frustration associated with recovery is tremendous as I sometimes do not understand why I must give up something that means so much to me. As a therapist, you too will probably experience this frustration, yet you must never succumb to the urge to tear down my wall for me. It must be something I do on my own. You must simply be there for me when I need a shoulder on which to rest and to offer your hand in support when I ask for it. I must find the answers. I hope that someday, with your help, I will.

The Counselor's Response

This student's remarks echo what I have gleaned from others: an important starting point for a counselor is to validate the student's eating disorder and to reassure her that you have no intention of taking it from her. As the student described above, the development of an eating disorder, although inadvertently accompanied by anguish and isolation, is an attempt to create safety and establish control. Disordered eating behaviors eventually trigger unanticipated, unconscious physiological responses (i.e., obsessive thinking, the urge to binge, and the curtailing of non-critical

(Continued on Page 15)
Chapter Tip

Getting CSI Speakers for Initiations

Thomas J. Sweeney
CSI Executive Director

Headquarters follows the policies of the Executive Council with regard to identifying initiation speakers for chapters. The policies and procedures have evolved with experience and the greater number of requests which have been received as the number of chapters has increased. Basically, CSI will on a first come, first serve basis help identify and assist with up to one-half of the travel and lodging expenses for a CSI Scholar, officer, or CSI Academy Leader to speak at a chapter initiation. There are no honoraria or fees, per se. Chapters making such a request should have approximately 15 or more initiates as well as family, friends, faculty, and administrators invited to participate. Usually, chapters may expect help with reimbursement of the CSI speaker's expenses for their initial, anniversary, or special occasion initiations. Funds are budgeted each year for this purpose and tend to be depleted near the end of the fiscal year, i.e., March and April. However, headquarters will help any chapter with the identification of a CSI speaker even when funds from CSI are not being requested.

Speaker's Participation

The CSI speakers are often involved in many professional activities which involve work on nights and weekends. As a consequence, a minimum of two and a half months planning is necessary to schedule a speaker. Before contacting headquarters, the chapter leaders and faculty advisor will need to identify possible dates and considerations for the best use of the presenter. In some cases, for example, CSI officers will be happy to conduct a pre-initiation dialogue or leadership seminar for members and officers. Their part in the initiation generally will involve a 20-30 minute presentation of a personal, motivational nature. In addition, they may be invited to help congratulate the initiates as they receive their membership certificate and recognition pin and be available for a post-initiation reception.

Plan Ahead

Upon contacting headquarters, be prepared to share possible dates, the time and plans for the initiation, including the number of initiates anticipated, whether the chapter is requesting CSI funds, and who to contact including his or her phone number, best times to call, and E-mail address if available. Normally, a week to ten days is necessary for the executive director to gather preliminary information on speaker availability. Individuals within reasonable traveling distance are sought first.

Making Contact

Once a presenter has been identified, the chapter is responsible for calling the individual to finalize dates, times, and expectations including how reimbursement for expenses is to be handled. This should be confirmed in writing shortly after agreement has been reached. Likewise, approximately two weeks prior to the initiation, a call or E-mail to the presenter should be made verifying any last minute details. Local transportation in the case of presenters using common carriers should be handled by the chapter, preferably by the faculty advisor or an officer. This is a good time to brief the presenter on administrators, faculty, and others who will be attending the initiation and to provide a review of how the activities are to be handled.

Expressing Appreciation

Some chapters show their appreciation for the presenter's investment of time and preparation by presenting a memento of the university, a CSI gift, or a similar item of significance to the occasion. At some initiations in the past, chapters have hired the presenter to conduct a workshop on the day of the initiation. CSI no longer participates in such arrangements in terms of partial funding of expenses.

After the initiation, presenters should expect transportation to their lodging and/or the airport as needed. Naturally, a letter of thanks and payment for expenses should follow. (Some chapters make payment upon arrival of the presenter on campus.) A copy of the letter of thanks should be sent to headquarters along with the request for reimbursement on the expenses if appropriate. The final admonition on financial support from CSI is simple. CSI must approve of the arrangements in advance and will approve only CSI speakers that we have personally contacted for their concurrence. Having said this, we have helped fund dozens of chapter initiations over the years which have been terrifically successful. We expect to continue doing so now and in the future.

A Reminder to Chapter Leaders

Chapter Happenings

Linda Duggan
CSI Associate Editor

Nu Chapter

Fall was busy for Nu chapter members with well-attended regular meetings and some special events. Charles Prinzi, long-time leader of the Crisis Team, provided a training and refresher workshop for members and counseling students in October. While he will continue to serve as consultant and specialist in the area of crisis planning and debriefing, new leaders for the crisis team are Nancy Harris and Bobbi Higgins. Team members are available to schools and organizations when extra crisis counselors are needed. Another fall program entitled Abusive Relationships hosted a guest speaker from Alternatives for Battered Women of Rochester.

Future events include this year's annual conference, Renewal and Reflection for Counseling Professionals, the theme of which is "Reclaiming the Vibrancy and Passion for Counseling." This conference is presented by the University of Rochester, with Nu chapter, SUNY College at Brockport, and the Monroe County School Counselors Association. Another winter program will feature a guest speaker on the subject of play therapy. Also, chapter members will host an orientation for newly matriculated students in counselor education at Brockport.

Epsilon Tau Chapter

Epsilon Tau at Texas A&M, Commerce, has worked diligently to rebuild its chapter this year. They have found several avenues to stimulate membership satisfaction and growth. The following are among the communication and marketing tools they have used:
1. Study break — visit classes to wish students luck on finals and hand out applications and candy.
2. Annual t-shirt contest — promoting membership and awarding member whose design is selected.
3. Invite faculty — visit faculty meetings and put individual invitations to CSI functions in their mail boxes.
4. Bulletin board and information booklet — accessible to members and includes colorful flyers announcing current events, CSI applications, and newsletters.

5. Stipend program — essays are reviewed in which members or potential members describe how they would like to contribute to the chapter in exchange for financial assistance with membership costs or attendance at activities.
6. CEU's — offered at every eligible CSI activity.
7. Correspondence — write letters to alumni, inactive members, charter members, professionals in the area, and members who never received their certificates.

Mu Tau Beta Chapter

Thomas Clawson, executive director of the National Board of Certified Counselors, was the featured speaker at the 1996 initiation of eighteen new members into Mu Tau Beta chapter. Clawson discussed how far the counseling profession has come in a relatively short number of years. He urged counseling students to work to further counseling as a profession, and he reminded the audience of the personal and humanitarian value of setting aside some counseling hours for pro bono work. Also speaking to this group was Jack Nagle, Dean of the College of Education. Nagle praised both students and faculty on their achievements during the 95-96 year. Meredith Harris, past-president of Mu Tau Beta, presented the new inductees and installed the new slate of officers for 96-97.

Rho Chi Epsilon Chapter

Rho Chi Epsilon chapter at Radford University is on the move! The chapter currently has 29 members and is growing strong in numbers and excellence. New chapter officers are concerned with developing the entire counselor education student body into all of the upcoming activities and programs being offered by CSI. Some activities for the year include:
- Student Affairs Brown Bag Discussion
- School Counseling: Classroom Guidance Brown Bag Discussion
- Volunteers for Registration at the Virginia Counselors Association Convention
- Fundraisers (community bake sales; donut sales, etc.)

* Mentorship program for first and second year students
* Counselor education Thanksgiving dinner
* Fall 1996 initiation (nine new members)

Next year they plan to offer more opportunities for professional and leadership development. They are excited and look forward to promoting the excellence and achievement that is upheld by all Chi Sigma Iota chapters.

Alpha Chapter

The Ohio Association of Counselor Educators and Supervisors (OACES) and Chi Sigma Iota Alpha chapter have scheduled a series of four meetings to be completed by March, 1997, to operationalize multiculturalism in professional counseling in Ohio. Educators and students from counselor education programs around Ohio have been invited to participate in day-long meetings to develop a statewide action plan for making the counseling profession in Ohio more inclusive and representative of the diverse population it serves. This plan will include specific steps and tasks which when implemented can increase the ownership in all areas of the profession.

Interest in this project began with a spring conference sponsored by the counselor education department at Ohio University entitled "Multicultural Counseling: Beyond Theory to Practice." Presentations by Courtland Lee, past-president of Chi Sigma Iota, and many others generated a renewed commitment on the part of the Chi Sigma Iota Alpha chapter to find a way to operationalize many of the ideas and discussions of last spring. The executive committee of the Alpha chapter held a planning retreat in late May, 1996, during which activities promoting multicultural inclusiveness and representation were identified as a primary goal for the 97 year.

To Submit Chapter Information

If you would like for others to know what is going on in your chapter, please send your information or your chapter newsletters to Linda Duggan, P.O. Box 1805, Forney, TX 75126.
Eating Disorders
(Continued from page 12)

functions, such as menses, in an attempt to conserve energy). Gradually the perceptions of the individual who is developing an eating disorder become distorted in a way that separates her and her thinking from the thinking of others. The isolation experienced by an individual with an eating disorder is both a dungeon (which separates her from others) and a fortress (which protects her from others). This intensifies her isolation and results in frustration for others trying to help.

As I began my work with students who live with eating disorders, I often felt as though I was separated from them by a mammoth chain link fence which prevented us from meeting fully on either side. Satir (1979) described making contact as seeing, hearing, understanding and touching another person. At times I believed that my incomplete understanding of their inner life prevented us from truly making contact and blocked their recovery. I have learned to guard against this reaction and the urge to rescue students from their dungeons. The responsibility of choice remains with them; this creates a dynamic with relationship boundaries which they have probably rarely experienced.

During the process of counseling, I enlist the expertise of other professionals including physicians, psychiatrists, dietitians, and exercise physiologists. (Students often report previously disparaging interactions with health professionals. It is important not to assume that all professionals are helpful resources; be prepared to educate the referral sources that you choose.) Developing a multi-disciplinary approach to the treatment of eating disorders is ethically sound and can increase the effectiveness of campus interventions. However, remember that the secrecy surrounding the maintenance of an eating disorder makes the utilization of additional campus resources threatening. It is also helpful to establish consultation and referral resources with an in-patient treatment facility. (It is necessary to recognize those times when a student’s physical or psychological health requires more extensive treatment than is available in the university setting.) Group counseling provides an understanding environment in which students may begin talking about their secrets and realize that they are neither alone nor crazy.

Eating disorders have been explained as mental disorders, developmental dysfunctions, adaptive responses, controlling monsters or secret friends, and each of these descriptions highlights different aspects and suggests variations in treatment for these baffling disorders. My interventions with students are built upon recent literature which suggests that the families of young women with eating disorders frequently stifle psychological growth in the areas of self-expression, autonomy, and conflict resolution. Mothers are often intrusive, critical, and overprotective, while fathers are emotionally sensitive but overshadowed. With an awareness of these conditions, I attempt to 1) resist becoming a monitor of the student’s eating behaviors; 2) avoid competing with her eating disorder for trust or control; and 3) be neither overly protective nor conflict avoidant.

Our work flows from a developmental perspective which includes supporting a more complete adolescent separation and identity development. We focus primarily on rediscovering a sense of self. One prop which is especially helpful is a set of brightly painted Russian stacking dolls. When a student recoils from the needy child who dwells within her, I silently hand her the nestled dolls. Retrieving the tiny figure buried inside the outer layers is usually rich in meaning and emotion. Reassembled, the dolls become a metaphor of integration. Although an eating disorder is an extreme form of control, the student may begin to understand it would never make sense to give up control entirely.

While effective interventions can provide guidance and support, they do not guarantee recovery or substitutive for the individual’s resolution of trust, control, identity issues, or the reestablishment of a healthy relationship with food. Recovery from an eating disorder requires the client (not the parents or the counselor) to take responsibility for the quality of her life and make healthier choices. Students who have developed eating disorders have been told many times to “just quit.” I have found they are best able to approach recovery when they feel that someone understands how this disorder developed and is willing to support them as they move through the difficult and frightening process of letting go.

Reference

Call for Nominations
Nominations for Chi Sigma Iota president-elect and secretary are currently being solicited from individual members and chapters. If you know of a worthy candidate, send your nominations to CSI Headquarters, 250 Ferguson Building, University of North Carolina, Greensboro, NC 27412. From these nominees, a slate will be selected by the nominating committee.

The deadline for nominations is May 1, 1997.
New CSI Chapters

Welcome to the following CSI chapters which gained their charters during 1996.

- Alpha Upsilon Mu, Auburn University, Alabama
- Upsilon Nu Kappa, University of Nebraska at Kearney
- Tau Alpha, University of Arizona
- Psi Chi Gamma, Canisius College, New York
- Phi Omicron Chi, Idaho State University
- Upsilon Rho Iota, University of Rochester, New York
- Alpha Psi Omega, Virginia Commonwealth University
- Beta Rho Chi, Florida Atlantic University
- Delta Iota, Florida International University
- Beta Kappa Tau, Sam Houston State University, Texas
- Beta Upsilon, Barry University, Florida
- Theta Theta Upsilon, Texas Tech University
- Nu Alpha Sigma, Alabama State University

CSI Honor Cords:

ORDERS TAKEN ONLY IN FEBRUARY AND MARCH

Many Chi Sigma Iota chapters now award CSI members honor cords to be worn during graduation ceremonies. The braided double cords are blue and white with tassels. Individuals may purchase CSI honor cords from headquarters for spring graduations during the months of February and March only. The cost for honor cords are $7.50, with an additional $2.00 for shipping and handling. Chapters are encouraged to order enough for chapter members. For these orders, please call headquarters for shipping and handling costs. No special orders or express orders will be taken.

In order for these to reach chapters in time for spring graduation exercises, orders should be placed immediately. These should be mailed to CSI Headquarters, 250 Ferguson Building, University of North Carolina, Greensboro, NC 27412 or contact Kelley Rowland, administrative assistant, at (910) 334-4035.