Counselor Advocacy Leadership Conference

Bill Nemec, CSI President
Tom Sweeney, CSI Executive Director

Four years ago, CSI held a strategic planning meeting to which we invited a group of counseling-related organization representatives to help us derive their perceptions of the future for the profession and how CSI might contribute to its development. That meeting was so successful and beneficial to our planning and activities, we have decided to follow a similar format to address another area of importance to the profession and, consequently, CSI members: counselor advocacy.

We have made a substantial and sustained commitment to leadership development among our chapters and members. We are continually striving to improve and enhance these efforts. As a result, one of our chapter officers approached us in the fall with regard to the efforts being made in the area of professional advocacy for counselors and their services in our society. She was especially interested in helping to develop training materials and activities for sharing through leader development at the chapter level.

Counselors Advocating for Counselors

Counselor advocacy is a topic not well understood by many counselors. We all started in the counseling profession with a desire to help others. Client advocacy feels right to us. No one likes to see others suffer for lack of human caring or assistance. On the other hand, counselors advocating for counselors and the services they provide may feel selfish or self-serving. You do not need to be in the field long, however, before you realize that in the absence of advocacy for your own profession, your right to be a counselor in any setting, with any special skills, or serving any particular population would be very severely limited.

Every occupational group must be proactive in the marketplace or they become extinct over time. We must not only believe in our own preparation standards, graduate programs, credentialing agencies, and scope of services, but also we must educate, inform, and promote them to others. These are the “others” who determine who gets hired, how far they can advance in an organization, and how much, or if they can get paid equitably for their services. These “others” include legislators, employers, third party payers, and the public at large.

CSI’s Place in Promoting Advocacy

While we have implicitly supported both kinds of advocacy by the very nature of our mission and purpose, we were left wondering if there is more that we can do for counselor advocacy through our 184 plus chapters, 21,000 plus initiates, and over 7,000 active members. We think that learning how to advocate for the counseling profession is a leadership competence worthy of the attention of CSI. With this in mind, we explored the idea of an invitational meeting where organizations with similar interests could share our visions, objectives, and efforts in this very important area of professionalization. Out of this confluence of ideas, we all might benefit by a shared vision, a clearer idea of what is being done, what needs to be done, and how best to achieve what we hold as common goals particularly in the area of professional advocacy for counselors.

CSI Hosts Conference

We are pleased to report that ACA President Courtland Lee, who attended the first meeting mentioned above, as CSI president-elect, wished ACA to collaborate with CSI in this meeting which was held May 27-29, 1998 in Greensboro. As was the case in the first meeting, CSI handled local transportation, meals, break refreshments, meeting room arrangements, and the preparation of materials for the meeting. The invited organizations provided support for the travel and hotel accommodations.

We expect each organization to benefit from the dialogue and outcomes of the meeting. We will be distributing proceedings of the meeting to all participants. In addition, the CSI Executive Council met immediately after the conference spent time on its agenda discussing how best to proceed with our commitment to the outcomes.
It is exciting and challenging for me to be writing to you as I assume the presidency of Chi Sigma Iota. It is an honor to serve and lead you in this capacity, and I will strive to model the leadership of the very outstanding professional counselors who have served as prior CSI presidents. The founders of Chi Sigma Iota had a "vision" for an organization that would bring students, faculty and alumni together to promote scholarship, excellence, and leadership in the counseling profession. I have been involved in CSI since its inception in 1984. During that time I have witnessed the tremendous impact CSI has had in making this vision become a reality. With 184 chapters and over 7,000 active members, CSI is making a unique and profound impact on the counseling profession. CSI has truly distinguished itself as an honor society of considerable vision and remarkable success. It is my goal to have this trend continue during my tenure as president.

CSI Day: A Huge Success

I have just returned from CSI Day in Indianapolis and enjoyed seeing and talking with many of you. Many of us are still excited about the success of all our activities during CSI Day. The attendance for all of the CSI day activities was one of the best ever. The level of excitement we observed and feedback we received indicated that all the activities were meaningful, productive and practical.

CSI Day began with a four hour Leadership Development workshop that focused on Diversity and Creativity. Special thanks go to the presenters, Don Locke and Sam Gladding, both distinguished members of our CSI Academy of Leaders.

In his session on “Multicultural Sensitivity in Leadership,” Dr. Locke presented a model of multicultural understanding as a framework for leadership development. Gladding, in his session, “Creativity in Leadership,” explained and demonstrated a variety of creative leadership ideas. Both of our distinguished presenters actively engaged the 75 participants in creative, substantive and humorous ways of fostering leadership in organizations.

In the afternoon, CSI Day continued with two excellent sessions for chapter leaders and advisors. The Chapter Leadership Network, led by CSI Interns Catharina Chang and Toilynn Carson, and the Chapter Advisor Network, led by Jane Myers, both generated many useful and practical ideas to keep chapters active, vibrant and productive. Under the able leadership of President Mary Thomas Burke, the general business meeting proceeded in a meaningful and timely fashion. As usual, the awards ceremony was one of the highlights of CSI Day. Don Locke, our awards chair, and his committee did an outstanding job of selecting and honoring some of the best and brightest potential leaders in our profession. CSI Day concluded with its annual reception that provided CSI members and friends with the opportunity for a little fun and frivolity.

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Update from Headquarters

Thomas J. Sweeney
CSI Executive Director

CSI Day

By all accounts, CSI Day in Indianapolis was the best to date! Actually, our Executive Council meeting and Fellowship Orientation the day before at Butler University were pretty terrific as well. We were hosted by the counselor education faculty and students and were welcomed by the college dean. It is truly encouraging to us to experience the enthusiasm and genuine pride in our chapter faculty and membership. Leadership workshop presenters Don C. Locke and Sam Gladding were unquestionably at their best. Multicultural sensitivity and creativity in leadership took on new meaning and importance to all who attended. No one, including the most experienced leaders in the audience, went away without a smile, a hearty laugh, a thought worth remembering, and an idea worth using in the future. We are so grateful to Don and Sam as we are for all of those leaders who donate their time and expertise to make CSI the source of such unique and valuable leadership development opportunities.

Had we only a morning program, that would have been enough. The afternoon faculty and chapter leadership sessions, however, were the largest attended and the most lively that we have had. Our interns, Catharina Chang and Toilynn Carson, used the feedback from last year’s sessions to design a program addressing the most pressing interests of our chapter leaders. In the faculty advisors’ network (FAN), Jane Myers conducted a dialogue among the attendees on the mentoring role of FAs. We also discussed ways CSI can help FAs to use the CSI network for their own benefit in research, writing, and similar activities needed for promotion, tenure, and salary merit considerations.

Our business meeting and awards ceremony were exceeded in attendance only by our reception! To say that each was a success would be an understatement. Not surprisingly, good food brings our people together for a good time! As was true at the exhibit booth, we saw folks visiting, sharing e-mail addresses, and just getting to know others of similar interests and commitments from various parts of the U.S. and the world (yes, a Philippines chapter representative was here again this year as well as members-at-large from Australia, New Zealand, Europe, and England).

Activities at Headquarters

Headquarters is currently processing a record number of new memberships and renewals. Likewise, orders for honor cords are pouring in. We have prepared this year for the high intensity activity by hiring an additional person to assist us. Fortunately for us, she is a chapter president and CSI 1997-98 Intern, the same Catharina Chang mentioned above. As a consequence, Catharina is able to do more than we might expect of a part time clerical assistant and, indeed, she does.

For all those chapters bulk ordering honor cords or planning chapter initiatives and mailing them in with one chapter check, we thank you! It makes our service to you that much more efficient and cost effective. It is clear to us already that we will exceed most if not all of our projected goals for membership and renewals this year. Your cooperation in helping us to do so efficiently will be even more critical in the coming years as we continue to grow.

Possible Growth

Based upon the most recent Hollis directory of counselor education programs, we could double the number of new members in CSI per year and still uphold the same high standards for excellence for our current membership. As I have written on other occasions, bigger is not necessarily better. But if we continue to be true to our mission and likewise increase our membership, how much more of an impact we can have in
Experiencing "Creativity and Leadership"

Linda Makinson  
CSI Fellow  
Upsilon Nu Chi Chapter

On March 29th of this year, I had the opportunity to attend Chi Sigma Iota's leadership training at the ACA World Conference in Indianapolis. Samuel T. Gladding presented an informative and enjoyable workshop on Creativity and Leadership. Prior to attending Gladding's workshop, I had never considered myself to be a "creative" individual. However, after participating in the workshop's activities, I may need to reconsider this perspective.

According to Gladding, "Leadership and creativity come in many forms. Everyone who holds a position of authority is not a leader any more than anything new is creative." The workshop gave each of us the opportunity to examine what leadership and creativity are and how they can be combined to produce creative leadership.

Sam Gladding models humor, creativity, and leadership in his workshop.

A Creative Leader

The workshop was designed to help prepare future leaders in the counseling profession. Gladding defines a creative leader as "a person who is flexible in his or her leadership style and who is adaptable and sensitive to his or her followers and environment so that adjustments and modifications are made in the process of working collectively for a common outcome beneficial to the group." Developing individuals to fit this definition is a lifelong process but is one that can be learned.

Gladding presented 11 ways of "tapping into your creativity as a leader" that I found most helpful. These included:

1. Differentiate yourself: separate yourself from others emotionally
2. Look at relationships: know which relationships to avoid and which to pursue
3. Retrace your steps: see what led you to where you are now
4. Focus on details: look closely at what is done as well as where, when, and how
5. Reframe: look at things from a new perspective — counselors are great at this!
6. Tell or write a story: can often offer us a new perspective
7. Think in a childlike way: children are naturally creative — just ask any parent!

Be quiet: quiet time allows for new thoughts and feelings to surface
Be outrageous: let yourself think in an unusual way
Reverse directions: do the opposite of what is not working
Utilize humor: humor and creativity are directly linked to each other

Creativity Modeled

Gladding's use of humor coupled with his own inviting style made the morning a very enjoyable experience. Some of the activities that helped foster our own creativity included brainstorming on how to get a cat out of a tree, acting out a poem, and writing a group story. Personally, the workshop helped me realize that there are things that we can do to help foster our own creativity.

I found Chi Sigma Iota's Leadership Workshops a beneficial part of my experience at the ACA world conference and would encourage everyone to make an effort to attend the CSI day activities at next year's conference.

As part of the workshop, CSI members group together to create a story in a matter of minutes.
"Sensitivity to Diversity and Leadership":
A Workshop by Don C. Locke

Amy Goss
CSI Fellow
Kappa Chapter

At the Chi Sigma Iota National Conference in Indianapolis, Don C. Locke provided the audience with an energetic and interactive workshop entitled "Sensitivity to Diversity and Leadership." Locke explained that as the United States' population is anticipated to increase 25% from 257 million in 1993 to 322 million in 2020, we as a country will become more and more a society of diverse racial and ethnic groups. Related to this increase in diversity, Locke asked participants to consider what are we, as counselors, doing to meet the needs of these changing demographics.

Locke suggested that looking at other organizations which are successful in addressing diversity can be helpful. He explained that such a multicultural organization does the following:

- reflects the contributions and interests of diverse cultural and social groups in its mission, operations, products or service;
- acts on a commitment to eradicate social oppression in all forms within the organization;
- includes the members of diverse cultural and social groups as full participants, especially in decisions that shape the organization; and
- follows through on broader external social responsibilities, including support of efforts to eliminate all forms of social oppression and to educate others in multicultural perspectives.

Locke claimed that multiculturalism is not a point at which we arrive; rather he asserted it is an ongoing process in which we are constantly putting "our foot in our mouths" to learn about one another. He explained that this is a natural part of being ignorant, and that often the only way we learn is to make mistakes. Therefore, he encouraged participants to risk asking questions and not to let their fears prohibit them from learning from individuals from various ethnic and cultural groups. Locke warned that ignoring our differences and our "isms" will only result in more misunderstandings and feelings of isolation.

I thoroughly enjoyed Locke's workshop. One of the most significant points he made for me concerned learned helplessness. He pointed out that many times we throw up our hands and claim that the problem, whatever it may encompass, is too big or is out of our hands. However, Locke explained that through such benign neglect, we make ourselves hopeless. Locke offered hope to participants, however, when he asserted that we are not hopeless or helpless in bringing about a change in cultural and ethnic sensitivity. It is for that reason, he explained, that diverse gatherings where dialogue occurs and workshops such as this one are important and integral to change. Locke challenged participants to recognize the need for change and to strive toward a more diverse organization both in Chi Sigma Iota, in our individual institutions, in the counseling profession, and in society as a whole.

CSI Proudly Thanks Donors

With their permission, we wish to publicly thank those who have been gracious in their contributions to Chi Sigma Iota in the recent past and acknowledge their commitment to excellence beyond that which is expected.

Cynthia B. Scircle
Alpha Beta
Carol A. Jones
Alpha Epsilon
Christine P. Lopez
Alpha Pi
Glenda T. Hubbard
Alpha Sigma Upsilon
Elleen T. Davis
Alpha Upsilon
Jeannie B. Ruda
Alpha Zeta
Edward Adelman
Beta
Susan R. Eichner
Beta
Nicole Merlan
Beta
Robert D. Hanser
Beta Kappa Tau
Kathleen A. Corso
Beta Phi
Lauren Andrea Stern
Chi Epsilon
Camilla A. Clarke
Epsilon
Lizzie B. Sanders-Smith
Epsilon
Susan M. Caldwell
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Terry O'Neal Oatts
Gamma Sigma
Denne Aurand
Kappa Sigma Upsilon
Mary M. Englander
Kappa Sigma Upsilon
Teresa A. Josof
Kappa Sigma Upsilon
Vesna Skralovic
Kappa Sigma Upsilon
Diane M. Restiveo
Lambda Nu
Amy E. Heise
Nu
Sherry T. Reeves
Phi Sigma
Maureen M. Moore
Rho
Debra M. Hobbs
Rho Alpha Eta
A major highlight of Chi Sigma Iota International activities at the 1998 ACA International Conference was the presentation of awards. The Awards Committee was chaired by Don C. Locke, and members of the committee were Joyce M. Breasure, Fannie R. Cooley, Joseph C. Rotter, Elizabeth Wosley-George, Adriana G. McEachern, Marcheta P. McGhee, Phyllis Post and Virginia Sykes.

Individual Awards

The Outstanding Entry Level Student Award was presented to Kelli Beechier, Beta chapter, University of Florida. Her academic achievements were enhanced by her service as secretary to Beta chapter, her volunteering to organize and coordinate advertising of the annual Practicum/Internship Fair, her help in organizing the Annual Initiation Banquet, and her assistance in the CSI Awards Program by organizing materials for local nominees.

The Outstanding Doctoral Student Award was presented to Catharina Y. Chang, Upsilon Nu Chi chapter, UNC Greensboro. Catharina has served as president of the graduate student organization and president of Upsilon Nu Chi Chapter of CSI. She began her leadership of the organization with a strategic planning retreat, developed and trained all officers in the strategic planning process and modeled for the organization the effectiveness of using a strategic plan in the process of decision-making. While president of Upsilon Nu Chi, the service committee raised almost $2000 for the Juvenile Diabetes Foundation and raised almost $900 through a raffle to support professional development activities of students. The chapter also participated in a food drive to support a local counseling and social service agency.

The Award for Outstanding Service to Chapter was presented to Victoria A. Sardi, Rho Theta chapter, The George Washington University. Victoria has served on the Rho Theta Board for three years and has held the positions of secretary, vice president, and president. She was recognized for her energy and her strong ability to motivate her board members to strive and accomplish great events, activities and workshops. Her leadership and guidance has taken CSI into a professional direction that is supportive of the Counselor Education program. Victoria created a chapter listserv and communicates with students and faculty on a weekly basis. She is working closely with the director of career services at GWU and advertises career and internship opportunities on her listserv.

The Outstanding Practitioner Award was presented to Luane Loesch, Professor of Counselor Education, University of New Orleans. Luane currently heads a successful private practice, specializing in family and child therapy. In conjunction with her clinical work, she has provided psychological consulting to one of the area head start programs for the past eight years. Her team currently serves approximately 1,100 families in head start. Luane has distinguished herself as a professional counselor as president of the Louisiana Association of Multicultural Counseling and Development and as president of the Alpha Beta chapter.

The Outstanding Research Award was presented to Cheryl Holcomb-McCoy, a graduate of UNC-Greensboro and a member of the Upsilon Nu Chi chapter. She is currently Assistant Professor of Counselor Education at Brooklyn College-CUNY. The research for which Holcomb-McCoy was recognized is in multicultural competence of practicing professional counselors, a critical need in our diverse society. The basis of the research was the multicultural competencies recently developed by the Association for Multicultural Counseling and Development. She asked a national sample of counselors to rate their perceptions of their multicultural competence in each area of the competencies and to note where they had received training in each competency (home study, readings, professional development workshops, graduate training programs). She also compared counselors who graduated from CACREP-accredited programs with those who graduated from non-CACREP-accredited programs.

The 1998 Sweeney Leadership Award was presented to Larry C. Loeesch, Professor of Counselor Education, Beta chapter, University of Florida, for his unprecedented work with the National Board for Certified Counselors. His work with the NBCC has led to the development of the NCE which has proven to be an in-

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valuable tool for advancing the credibility of the counseling profession. Recently, he collaborated with NBCC to develop the Master of Addictions Counselor Examination and was involved in constructing NBCC's Counselor Preparation Comprehensive Examination. Loesch's record of service to Chi Sigma Iota is outstanding. In addition to serving in a variety of leadership positions, including president in 1991, he is also a celebrated member of Chi Sigma Iota's prestigious Academy of Leaders.

Chapter Awards

The Outstanding Chapter Award was presented to the Beta Chi chapter, John Carroll University, for their presentation of the Fourth Annual Wellness Conference and Symposium. Chapter members and volunteers organized and implemented a successful and profitable conference which attracted mental health professionals and students from Northeast Ohio. Annually, proceeds from the conference are donated to the Beta Chi Scholarship Fund. Two scholarships were awarded in 1997.

The Outstanding Newsletter Award was presented to Beta Delta Chi chapter, Vanderbilt University, which publishes a six-page newsletter. Articles focused on chapter and program news and information. The president has a regular column, noting various ways the chapter works for students. Other regular features include a synopsis of upcoming speakers, a book review, a synopsis of World Wide Web counseling sites, and updates on accomplishments of chapter members.

The Outstanding Individual Program Award was presented to Alpha Mu chapter, Walsh University, for their program "The Impact of Managed Care on Counselors, Social Workers and Other Health Care Providers." The spring, 1997 program was structured to help attendees understand the current issues brought about by changes in the health systems in the United States. To facilitate this understanding, the CEO of Children's Hospital, the director of Child and Adolescent Center, and the district's congressman were asked to present their perspectives on the issues. This broad stroke approach proved to stimulate much dialogue between presenters and attendees.

"Sleeping with the Enemy," the afternoon's presentation, was designed to personalize the issues addressed by the morning panel. Presenters skillfully demonstrated strategies which could be used by mental health professionals who wish to make adjustments to their managed care system.

Fellow and Interns

Ten Chi Sigma Iota Fellowship Awards were also presented at CSI Day. These fellows participated in all CSI Day activities in addition to attending a luncheon with Executive Council members and a special workshop for fellows and interns at Butler University. The ten selected fellows were as follows: Karin Anderson, Beta chapter, Barry University; Amanda Marie Coleman, Delta chapter, Southern Illinois University; Ashley Mann Fielden, Mu Tau Beta chapter, University of North Carolina at Charlotte; Andrew J. Finch, Beta Delta Chi chapter, Peabody College at Vanderbilt; Amy Elizabeth Goss, Kappa chapter, Lynchburg College; Linda S. Makinson, Upsilon Nu Chi chapter, University of North Carolina at Greensboro; Dina L. Miller, Alpha chapter, Ohio University; Anne C. Price, Nu chapter, SUNY-Brockport.

Chosen as both fellows and interns were Naomi A. Mandisager, Upsilon Nu Chi chapter, the University of North Carolina at Greensboro, and Carl Sheperis, Beta chapter, University of Florida. Naomi and Carl will work with the Executive Council during the next year on various activities and projects.

These ten fellows and interns have provided outstanding leadership in their various chapters and were well deserving of such prestigious recognition.
Courtland Lee and Joe Wittmer share their experiences of a mentor who assisted with their leadership development in this third part of the Exemplar’s series on leadership.

Courtland Lee

"Pasteur’s way of looking at counseling, from the vantage point of a person of color, completely shattered every notion that I had been previously taught about psychology and education."

My mentor was the late Alfred B. Pasteur. He was my advisor during my master’s program in counseling at Hunter College of the City University of New York. Pasteur was one of the founding fathers of the discipline we know today as multicultural counseling. He was a prolific writer and a noted lecturer. In addition, he was a classically trained singer.

Pasteur’s area of scholarly expertise was the psychology of Black people. He explored the dynamics of Black personality and behavior from its origins in Africa to its manifestations throughout the Diaspora. His scholarly work culminated in the classic book *Roots of Soul: The Psychology of Black Expressiveness*, which he co-authored with Ivory L. Toldson. In this pioneering book, Pasteur and Toldson introduced an original theory of Black expressiveness that reveals and analyzes the artistic and creative experiences of Black life. It presents a holistic overview of the major aspects of Black mental health.

I first met Pasteur when I took his class, entitled “Social Systems and Counseling,” in the second year of my master’s program. He was the first and only African American professor that I had in my training program. I was immediately struck by his presence, knowledge, energy, and the stylish manner in which he dressed. By the end of my first class with Pasteur, I said to myself, “I want to be like him when I grow up!” And it was from that first class with Pasteur that the course of my professional life was set.

Pasteur took me under his wing, and it was from him that I began to develop a passion for issues related to ethnic minority mental health, particularly the mental health of African Americans. I was inspired by Pasteur’s lectures and his writings. He would constantly challenge me with new ideas and concepts. His way of looking at counseling, from the vantage point of a person of color, completely shattered every notion that I had been previously taught about psychology and education. He gave me the courage to question many of the Eurocentric ideas that I had been taught. He showed me that as an African American I had a valid alternative view of human personality.

As a student of Pasteur, I got the opportunity to meet many of the giants of the then emerging field of multicultural counseling. He was a charter member of the Association of Non-White Concerns in Personnel and Guidance (ANWC) and active in the leadership of that organization. It was a very powerful experience for me to meet people whose books and articles I had read and whose ideas about ethnic minority mental health were shaping my own professional identity. I was constantly struck with the commitment of these scholars and impressed with the respect they had for Pasteur and his work.

It was Pasteur who encouraged me to pursue my doctorate in counseling and guided me to my first faculty position in counselor education. As my mentor he has left me with a very rich legacy. I have worked to model myself after Pasteur in my professional life. Commitment to the profession is very important to me. I am committed to using my scholarly ability to advance the mental health and development of ethnic minority people. I have tried very hard through both my scholarly work and professional leadership positions to advance the issues of multiculturalism and diversity. All of this has been conducted within a context of passion and, hopefully, a sense of style. These are all things about professional leadership that I learned from Alfred Pasteur.

Upon his death, I dedicated one of my books to him. The dedication reads, “To the memory of Alfred B. Pasteur, Ph.D., my mentor and my friend.” The essence of my mentoring experience is captured in that dedication.

Joe Wittmer

"Stripling would remind me that 'leader' is an entity while 'leadership' implies action!"

Robert O. Stripling was my personal friend, colleague, trusted confidant, and mentor from 1968 until his death in 1991. Our department, with Stripling as Chair, had a policy of assigning senior faculty as mentors to incoming assistant professors. Mentoring was not taken lightly and was consid-
Who Was Your Mentor
(Continued from page 8)

tered a part of the mentor’s assigned load. I was both awed and scared when Stripling assigned himself as my mentor. However, my fears dissipated as he encouraged me every step of the way to become a leader in our profession. I would not be writing this short article about my leadership development had it not been for him.

My colleagues across the country who knew Stripling will remember him as a gentle, yet persuasive individual who led by example. He had a certain professional aura about him that exuded “leadership.” He was, above all else, a person of action. I will never forget a retreat during my first year here when he bluntly informed the faculty that a major change was needed in our graduation requirements. He informed us that we were graduating “excellent” to 5 counselors who are kind, warm and caring and that’s very important. But, we should also be teaching them the skills needed to become leaders in our profession.” On that day the faculty made a major change in our department’s written philosophy and objectives statement, initiated a radical change in our degree structure, and made a commitment to graduating excellent counselors who would also become “leaders” within the profession.

Stripling often urged me to make a conscious decision to become a leader by getting involved in our profession. “That will take deliberate effort on your part, and my goal is to assist you in that effort,” he said. One way of meeting his goal was to constantly urge (nudge) me to attend professional task force/committee meetings with him, ones where he was a member or officer. I indicated that I didn’t feel comfortable attending such meetings. Stripling responded. “Joe, these are open meetings, and you just go in there with me, sit in the back of the room, be quiet, and learn.” Then, with that familiar twinkle in his eye, he added, “That is until we ask for someone to do something, and then you volunteer!” He nominated me annually for committee memberships at our university, in local government, and for every conceivable professional counseling task force and/or committee he thought appropriate.

Stripling never gave me an actual lecture on leadership style. But he often said that our profession needed trustworthy people with a sense of commitment, a deep appreciation for counseling, and most importantly, individuals who were not afraid to become “active” and willing to take a stand for the profession when needed. He would remind me that “leader” is an entity while “leadership” implies action! He was a master at taking the appropriate action to get things done, and I learned much by just watching him. To him, the leadership style that was most effective in our profession was one that was equally shared between the “leaders” and the “followers.” “Just like with your clients,” he would say, “effective leaders share responsibility with others for the welfare of the profession by empowering their followers and by being consistent and predictable. Just as in counseling, this builds trust.” And then he would add with a smile, “Joe, if you aren’t trustworthy, you might be a leader but without followers.”

CSI Experiences Healthy Economic Year

Scott E. Gillig
CSI Treasurer

The Society ended our last fiscal year, 1997-98, with a pre-audited income of $188,199.37. This was indicative of the continuing growth of the Society in both life members as well as a continuing increase in the number of members who renew each year. Our expenditures were $182,794.79 for a net positive balance of $5,405. Last year’s Executive Council approved a budget for $169,500 for the fiscal year 1997-98.

Increases in Income and Expenses

Clearly, we have exceeded both income and expense categories and while the difference is modest but positive, the balance is more favorable than the numbers suggest. We were able to do a number of things beyond our projections through our operating budget, things for which we had anticipated having to use our reserve funds. We were also able to meet expenses through our operating budget which had been beyond our ability to anticipate. The following will serve to illustrate this point:

| Accountant for IRS reports (new) and auditing our books ($2,000) | CSI's long term and short term investments were set up with the intent of protecting the Society from unforeseen events which could require a buffer from financial exigencies in the future. These investments have benefitted from a continuing strong economy and have continued to increase in value. |
| Address and telephone area code changes ($2,850) | Fiscally Healthy |
| Additional insurance for Council members and staff ($600) | In addition to careful management through the headquarters office, conservative planning by the past Councils, growth in renewals and new memberships, we must be cognizant of the positive effect life memberships reflect in our positive fund balances. We again experienced an increase in new life members to 58 this year, resulting in a gain of $14,500 in income. As noted in the convention report, this job is made easier by the good news. We are fiscally sound, continuing to grow in numbers, and conscientious in our expenditures. The prospects for 1997-99 are equally as promising based upon the present economy and our current practices. |
| Administrative assistant bonus ($2,500) | CSI's long term and short term investments were set up with the intent of protecting the Society from unforeseen events which could require a buffer from financial exigencies in the future. These investments have benefitted from a continuing strong economy and have continued to increase in value. |
| Computer, postage meter, computer scales, postage stamp ($4,200) | Fiscally Healthy |
| Executive Council meeting expenses covering 1997 & 98 ($4,100) | In addition to careful management through the headquarters office, conservative planning by the past Councils, growth in renewals and new memberships, we must be cognizant of the positive effect life memberships reflect in our positive fund balances. We again experienced an increase in new life members to 58 this year, resulting in a gain of $14,500 in income. As noted in the convention report, this job is made easier by the good news. We are fiscally sound, continuing to grow in numbers, and conscientious in our expenditures. The prospects for 1997-99 are equally as promising based upon the present economy and our current practices. |
| Padded mailers for pins and certificates—due to growth ($2,500) | CSI's long term and short term investments were set up with the intent of protecting the Society from unforeseen events which could require a buffer from financial exigencies in the future. These investments have benefitted from a continuing strong economy and have continued to increase in value. |
| Reception expense beyond budget ($2,000) | Fiscally Healthy |
| Rewiring for office computer to internet and web page ($700) | In addition to careful management through the headquarters office, conservative planning by the past Councils, growth in renewals and new memberships, we must be cognizant of the positive effect life memberships reflect in our positive fund balances. We again experienced an increase in new life members to 58 this year, resulting in a gain of $14,500 in income. As noted in the convention report, this job is made easier by the good news. We are fiscally sound, continuing to grow in numbers, and conscientious in our expenditures. The prospects for 1997-99 are equally as promising based upon the present economy and our current practices. |
| Web server database consultant ($2,000) | CSI's long term and short term investments were set up with the intent of protecting the Society from unforeseen events which could require a buffer from financial exigencies in the future. These investments have benefitted from a continuing strong economy and have continued to increase in value. |

Most of these items will not be repeated in the coming year or, at least, not in these amounts. In addition, we will continue to experience savings in such areas as postage, stationery, and telephone.
In August of 1996, we opened our doors. The Early Childhood Development Center (ECDC) was an $8 million building on the campus of Texas A&M University, Corpus Christi. It contained a bilingual school for young children (ages 3-5) selected by district lottery, teachers paid by the Corpus Christi Independent School District (CCISD), and a host of willing university faculty from a variety of disciplines — all committed to bilingual education, an integrative approach to learning, school-university collaboration, and best practices in training university students to be counselors, nurses, and teachers.

Johnston Brendel, newly arrived from Virginia, and I met a week before the semester began. John and I each were to receive one quarter teaching release time to accomplish what seemed impossible: the development of a one-stop counseling center for children and their families with our counseling graduate students serving as service providers. We smiled, shook hands, and agreed to give it our best shot. There were only a few hitches. Because the building as well as the counseling center was brand new, we had no secretary, no telephones, no computers, no budget, no marketing plan, no doctoral program to support supervision, and no way to give course credit to the master's students in our 36 hour program who might agree to volunteer their time to work with us.

First Step
Our first step was to spend a month in planning and promotion. We enticed three student volunteers to work with us. By late October we had working telephones and computers. We also had 11 referrals from the classroom teachers. John and I trained as we went, teaching consultation, human development, note taking and report writing, and counseling through play. The students canvassed their friends and neighbors for donations of age-appropriate books and toys. We set up a process of collaboration where the students served as case managers and advocates for the family members and children. In Collaboration Team meetings, the family, the teachers, the counseling student, the building administrator, and faculty who, like John and I, were serving dual roles in the ECDC, met to brainstorm solutions to identified problems. Faculty from kinesiology, nursing, reading, or early childhood contributed to the process. John and I led the meetings; counseling students maintained the records for children experiencing academic or social adjustment difficulties.

Open and Running
In February we held a Name the Counseling Center contest. A little more than a year later The Family Place for Counseling and Referral has served nearly 200 children and families in the Coastal Bend area. We have obtained approximately $200,000 in grants and added special sections of practicum and an internship course through which students can receive graduate credit for their work here. I supervise a special practicum class where students carry out all components of a developmentally sound, comprehensive school guidance program including classroom guidance, mentoring and play counseling, personal growth groups, parent-professional collaboration teams, and case management. On Monday evenings John’s family practicum students counsel families from the school and the community at large. All client contacts are videotaped and stored for supervision and research purposes.

In addition to practicum/internship opportunities, faculty have built optional Family Place projects into their course syllabi. Students in a marriage and family course complete a joint family visitation project with nursing students. Together teams of three students interview the school’s families in their homes, complete a study in parenting styles, and video record the process. In my career counseling course students provide career exploration experiences for students from local schools. The counseling students create developmentally appropriate occupational activities for the children, interpret assessment instruments such as the Career Maturity Inventory, and guide their “clients” through the computer assisted guidance program CHOICES.

New Projects
Beginning in June, The Family Place in partnership with Communities in Schools will host its second 5-week Summer Youth Camp for disadvantage youth. Administered entirely by our students, the camp includes group and individual counseling, supervised on-campus work experience, a career fair, daily career snapshots hosted by community members, curriculum based field trips to selected major area employers, and a celebration banquet. Youth who complete the five weeks successfully receive a $250 gift certificate, instruction in budgeting, a preparatory shopping trip, and another trip to redeem the certificate. In addition, the youth collaborate with counseling students to design a personalized video record of their camp experience. Counseling students make weekly telephone contact with the families, address concerns about the youth program, cultivate parent participation in career snapshots and shopping trips, offer family counseling and other referrals, and hold video discussion groups at the children’s home schools on topics of interest to family members.

Work-In-Progress
Very much a work in progress, The Family Place invites excitement and concern. Our current challenges include refinement of procedures, finding sources of funding, and replication of our programs in other locations. Providing high quality services and full supervision within the context of a training facility requires that students and faculty alike work more hours than required for other courses and practice. As the Family Place grows, we will place increasing emphasis on community partnerships. At the moment, partners include CCISD, Communities in Schools, and counselors from the community who voluntarily provide specialized supplemental training for our interns. To date the performance evaluations from administrators, faculty, students, teachers, and clientele have been consistently high—a tribute to the hard work and dedication of all involved.

Professionally Speaking
A Best Practices Approach to Counselor Training
Susan Devaney
CSI Associate Editor
A "Normal" First Year Counselor Educator

Sondra Smith
CSI Associate Editor

In a recent edition of the Exemplar, I wrote an article about the "normal" dissertation process in the hope that my experiences might be beneficial to others who were anticipating or participating in that process. Since that time, I have embarked on a new adventure of beginning my career as an assistant professor in a counseling program. Once again, I write an article which I hope might benefit others. In this article, I want to offer some practical and philosophical tips for the first year counselor educator. I have had some assistance in this pursuit and would like to thank my new colleagues and my long-time mentors for their help in my "normal" development as a first year counselor educator.

The Beginning of the Story

My first attempt at counselor education is well underway as of this writing; I am just completing my first year. Thus far, my experiences have been characterized by both thrill and agony. Feelings freely associated with my early experiences included loneliness, distraction, guilt, fatigue, and frustration. Similarly, however, I had feelings of excitement, confidence, and joy in a dream realized. My story begins with a terrible malaise, distortion, guilt, fatigue, and frustration. Equally, however, I had feelings of excitement, confidence, and joy in a dream realized. My story begins with a terrible malaise, distortion, guilt, fatigue, and frustration.

First of all, I was doing research writing, but not as much as I thought I would be; therefore, I felt defeated and chastised myself on a regular basis. Second, the class I was teaching was going fine, but I was not happy with my overall classroom contribution. Third, it seemed as though my office walls were my only entertainment and interaction. They weren't that inspiring. Then some changes began to occur which seemed to make my new life as a faculty member take a turn for the better, to feel more balanced.

It all happened rather subtly. I received some "critical" feedback from a few students and made modifications in my classroom contributions which received critical acclaim from the dissatisfied students. I finished a manuscript. Conceptualization of a future research project began with a colleague in my new academic environment. Also, I made the time and found the initiative to talk with a couple of my colleagues and the departmental chair about my adjustment, both positive and less than positive, but assured them of my dedication to persevere in all things academic and social. They were wonderfully supportive, and I immediately felt better.

One of the colleagues whom I sought out is another junior faculty member in the department. During our conversation, I learned that my feelings at the least were shared, and at the most, they have been studied and validated. My subsequent discovery, I believe, is worth sharing with those of you who are anticipating and currently participating in life as a new counselor educator. In reading through the resources which I am sharing with you, I found my adjustment remarkably "normal" and was comforted by the words that a researcher and an esteemed mentor gave to me. They were wonderful feelings, supportive, and I immediately felt better.

Helpful Resources

One of the helpful sources that I discovered is the recent work of Boice (1992) which studies the important issues of collegiality, research, and teaching for new faculty members. According to Boice, adjusting to conditions of isolation, insecurity, and busyness are the most difficult problems faced by new faculty. He has developed a simple plan for new faculty which includes "involvement, regimen, self-management, and social networks (IRSS)."

1. Involvement is the first step toward success for new faculty members. Get to know professors and students, and immerse yourself in the social and academic networks of your campus.
2. Regimen. Balance time for teaching (usually excessive) versus scholarly writing (typically nonexistent).
3. Self-management. Learn to solve the right problem. Common pitfalls for new faculty include trying to find long disrupted blocks of time during weekends and vacations for scholarly writing and engaging in negative self-talk when unproductive. Big blocks of time for writing usually involve time wasted. You need your rest during weekends and vacations. Negative self-talk will undermine your confidence and momentum.

I also found a gem of a book containing no-nonsense advice for women in academia (Toth, 1997). Though written for women, I have chosen some excerpts which I believe are somewhat applicable across gender. For example, Ms. Mentor, as the author proclaims herself, reports that first year tenure track faculty almost invariably get sick. To counteract this first year malaise, Ms. Mentor suggests the following:

- Eat well — starvation will make you grouchy and boring. For high energy and self-love, Ms. Mentor recommends chocolate, potato chips, and caffeine.
- BE ADEQUATE, NOT PERFECT. Tape this motto to your fridge (or somewhere in your office).
- If it's around the house and it needs fixing, washing, cleaning, or tending, see if you can get away with throwing it out.
- Reduce your performance anxiety by surrendering the teacher-centered classroom.

Further, Ms. Mentor suggests that you make yourself highly visible as a committed teacher and eager researcher during your first semester. Get to know everyone in the department (including secretaries) through lunch, hall, bathroom, or mailroom chats, and outside social activities where possible. Ask for professional advice on academic matters, and strive to be bright, friendly, and interesting. Develop a community of friends outside of your job. They can be comforts, supports, and lovers. They are also a reality check when one begins to think that academia is the only world and that committee meetings form the nucleus of the universe.

More Helpful Hints

If I could go back to my first day as a counselor educator, knowing what I know now, what would I do differently?
1. I would not expect other faculty members to beat a path to my door. Ask two or three colleagues to lunch.
2. Beat a path to the secretary's door and find out about all of the where for's and how to's. A few things to ask about: Travel plans, e-mail, business cards,
Successes and Challenges (Continued from page 2)

Professional Advocacy for Counselors

In recent years, the counseling profession has made significant advancements in preparation standards, graduate programs, credentialing agencies, and professional identity. Despite these accomplishments, the need to fulfill significant professional goals remain. As a profession, counseling has not yet achieved the public recognition it should command. I believe more needs to be done to educate, inform and promote the counseling profession to legislators, employers, third party payers and the public at large. If professional counselors do not become more proactive in the marketplace, I am not sure they can maintain the professional gains they have achieved in recent years. Therefore, I have chosen “Professional Advocacy for Counselors” as one of my themes during 1998-1999.

While CSI has implicitly supported professional advocacy for counselors by its commitment to leadership development, we questioned whether there was more we could do. It seems that learning how to advocate for the counseling profession is a leadership skill worthy of the attention of CSI. With this in mind, the CSI Executive Council, with the collaboration of ACA, hosted an invitational meeting where organizations with similar interests shared visions, objectives and efforts in this very important area of professionalization. Please read the article titled “Counselor Advocacy Leadership Conference” on page 1 for specific details of this conference and the expected outcomes for the profession and CSI members.

I look forward to exploring this timely issue with all Chi Sigma Iota members as we approach the next millennium.

Update from Headquarters (Continued from page 3)

advancing excellence within our profession. We should exceed 21,000 initiated members this year and should approach or exceed 8,000 active members in over 184 chapters. Sixty percent are students new to the profession, many eager to be mentored in the ways of leadership and proactive participation. Forty percent are the mature, proven leaders who as practitioners, supervisors, and counselor educators have not only the experience and expertise to share but also the will to do so. We are on the threshold of many new opportunities to be of service.

Counselor Advocacy Leadership Conference

Headquarters helped to prepare for such opportunity in May. President-elect Bill Nemec announced an invitational conference that CSI held May 27-29, 1998. The Counselor Advocacy Leadership Conference was the outgrowth of a chapter president’s desire to encourage more counselor advocacy training through CSI chapters. Naomi Mand-sager, UNCG student and chapter president-elect, presented a proposal to collect data on what efforts are already underway and what more needs to be done to ensure that counselors have the same opportunities to be employed, to practice within their areas of competence, and to be paid for like services of other counseling service providers. The CSI Executive Council decided to carry the idea further. They decided to convene those most interested in advancing the profession in order to encourage a dialogue and, potentially, a more comprehensive plan for doing so. Data collection is underway with sponsorship from ACA. Further information on the outcomes of this meeting will be future issues of the Exemplar and a report of the proceeding will go out to all participants.

Conclusion

For those we did not see in Indy, we hope that you keep in touch in other ways. We value your input, and we find that your questions let us know what others need to know as well. If you have not visited our homepage (www.csi-net.org), you are missing a valuable source of information and ideas, and it is just going to get better!!

A “Normal” First Year (Continued from page 11)

long-distance calls, faculty meetings, orientation, mail boxes (all with your name on them), book orders, keys, and parking.
3. Express all of my joys and, carefully, my sorrows to a trusted colleague.
4. Make a friend who knows little about academia.
5. Create a weekly schedule for research and writing. Avoid big blocks of time which encourage wasted time.
6. Get a copy or promotion and tenure documents. Read them. Be aware I’m not going to meet tenure requirements in the first year. BE ADEQUATE, NOT PERFECT.
7. Seek out someone with similar research interests early on.
8. NO negative self-talk.

The End of the Story

After long talks with myself, my colleagues, my mentors, and some reading, it happened. As I drove into work one morning, a sense of calm and dedication, and yes, happiness, came over me — no more “Dorothy” experience. Since then, I have come to the conclusion that I have met many goals for my first year as a counselor educator. At the least, I survived. At the most, I am satisfied with my first year and have many insights that will make next year better still. All things academic and social have not been resolved since that pivotal morning, but now I have a greater understanding of dedication to embracing the adjustment periods which will likely continue to be a part of fulfilling my dream to be an accomplished counselor educator. In the final analysis, let me be clear that without the invaluable assistance and support of my colleagues, I would not have the insight or the information which this article imparts to other first year counselor educators. I only found the resolve to ask for help. Herein lies the most critical message that I offer to new faculty members. You are not expected to go it alone, and you will not be as productive if you try. We are particularly fortunate, in the counseling profession, to have colleagues who are trained in the art of helping — let them.

References

Chapter Happenings

June Williams
CSI Associate Editor

Alpha Tau Omega Chapter
North Carolina A&T State University

Alpha Tau Omega chapter recently inducted nine new members at its spring ceremony. The keynote speaker was James Hartsell, a counselor at Nash Community College, who spoke on "Ethics in Counseling." Aurelia Mazyck was also awarded the first annual "CSI - Alpha Tau Omega Chapter Outstanding Faculty Member Award."

Beta Upsilon Iota Chapter
Butler University

In just one short year since being inducted as a CSI chapter, the Beta Upsilon Iota chapter has initiated 18 new members this spring and has started a chapter newsletter. Future plans include developing fund raisers and other activities for the upcoming year. Congratulations to them on a successful first year!

Epsilon Chapter
Prairie View A&M University

During the fall semester, Epsilon chapter hosted a reception for the members of the Texas Association of Multicultural Counseling and Development in celebration of their 20th anniversary. The reception was held in conjunction with the TCA convention. Also, Epsilon chapter was represented at a booth in the exhibit hall during the convention.

Epsilon Tau Chapter
Texas A&M-Commerce

This was a busy year for Epsilon Tau. During the year the chapter increased membership, offered three quality professional development workshops with CEUs, obtained university funding, and sponsored four family-recreational outings. The chapter also obtained a $3,000 grant from the Society for the Psychological Study of Social Issues (SPSSI) to fund an all-day conference on "Couple Violence: Education, Unification, and New Directions for a Rural Community."

Mu Tau Beta Chapter
University of North Carolina at Charlotte

Mu Tau Beta Chapter is proud of several of its members who have received national recognition during the year. Among them are Ashley Fielden, president, who was one of ten recipients of the CSI Fellowship Awards; Mary Thomas Burke, past-president of CSI International, who received the ACA "Counselor of the Year" award; and Bryan Robinson who received the ACA Researcher of the Year Award.

Also, the chapter hosted a successful Career Day which offered information about counseling trends, professional portfolios, agency and school counseling, private practice work, and doctoral programs. One fund raiser that the chapter sponsors allowed students and alumni to contribute a dollar to the chapter in honor of a professor who has served as a mentor to them. The professors were sent a note informing them of the contribution.

Pi Alpha Chapter
Wake Forest University

Pi Alpha Chapter started this year with a goal of sponsoring enrichment, service, and social activities for its members each semester. Fall semester was full of activities. Chapter members helped kick off the school year by assisting with the counselor education program's annual orientation retreat. Members prepared and served meals to faculty and new students and also led in several icebreakers and games to help the first and second year students get to know each other.

A few weeks into the semester, the chapter organized a pot-luck supper for all first and second year students in order to provide an opportunity for students to get together socially, away from the classroom. In November, Pi Alpha chapter sponsored a mini-workshop on eating disorders, and in December chapter members volunteered their time and enthusiasm to share some holiday spirit with students at the Special Children's School, a local school for mentally and physically challenged preschoolers. The group decorated cookies, played games and told stories to the children.

Submitted by Katherine Cooke, Chapter President

Rho Epsilon Chapter
Radford University

The theme for the chapter this year was "Let Us Be Your Voice." The chapter invited everyone in the counselor education program to share their questions, concerns, and ideas so that they could be relayed to the department. One major initiative during the year was an effort to establish a mentoring program to introduce new students to the counselor education program and help provide support with the transition to a graduate program.

Sigma Phi Alpha Chapter
Stephen F. Austin State University

On February 20, 1998, the officers of the Sigma Phi Alpha chapter hosted a workshop entitled "Basic Training in Play Therapy." The workshop was presented by Richard E. Watts, Assistant Professor at Texas A&M University-Commerce. Attendance for the workshop numbered 65 and was comprised of East Texas area counselors, social workers, and graduate counseling and psychology students. Watts covered the topics of understanding the world of the child, play therapy materials (playroom and portable play therapy), developing the play therapy relationship, being facilitative and limit setting in play therapy, therapeutic progress and termination, and suggestions for play therapy training and supervision. Proceeds from the workshop will go toward purchasing additional play therapy toys for the counseling clinic and also toward funding several small scholarships available to chapter members.

Submitted by Laura I. Hodges, president-elect

Send Chapter Information

All chapters are encouraged to send copies of their newsletters or information concerning their chapter activities to June Williams, Southeastern Louisiana University, SLU 310, Hammond, LA 70402 or email them to jwilliams@selu.edu.
Faculty Advisor Highlight
Bradley T. Erford: A Faculty Advisor’s Formula for Success
Toilynn Carson
Epsilon Tau Chapter

Chapter Success
Alpha Iota’s president, Laura Carr, and president-elect, Kathy Wallace, emphasize that their chapter’s success has occurred as a direct result of Erford’s consistent promotion of CSI-AL, the fact he is extremely well-organized, and his assistance in setting reasonable but high chapter goals. Another essential ingredient in Erford’s formula for chapter success includes his use of CSI-AL professional development to emphasize that being a professional involves “lifelong learning.” He has not been timid in his visions for the chapter. Conferences with key presenters such as Richard Gardner and Albert Ellis represent how his expecting excellence begets excellence. Finally, the overwhelming sense of community that exists within the chapter cannot but yet emphasize that each member and potential member are important to the success of the chapter.

Student Success
Carr, Wallace, and Susan Miller, who is a new member of CSI-AL, consistently explained that Erford is a very successful mentor to students because he is always open, available, helpful, and nonjudgmental. He provides a success environment by having strong respect for and faith in each student. Finally, his balance in expecting much from his students but genuinely understanding that efforts less than his expectations may still be great successes for his students seem to complete his formula for student success.

Personal Success
Several themes emerge that symbolize his personal formula for success. First, he obviously embodies the core conditions. Second, a theme of infinite, mystic “energy” emerges, too. Erford explained that he maximizes the use of energy and ultimately achieves balance through reciprocally giving and receiving energy to and from colleagues, students, family, and projects. For example, his pure intention for students is to “provide a sense of community and to get them to understand the importance of lifelong learning.” Literally, he is always available to them. As any professional knows, this takes tremendous energy. To offset energy given, Erford explains he strategically gets energy from spending time with his family, watching students’ successes, using humor, etc. Seemingly genuinely laid back and balanced, Erford has developed success formulas which seem to work well for him and from which Alpha Iota benefits.

CSI Caps for Sale
Chi Sigma Iota is now selling caps featuring the CSI insignia. You can purchase either blue caps with white lettering or white caps with blue lettering. Caps are $10.00 each with an additional $2.00 handling fee. They can be purchased through the CSI web page (www.csi-net.org) or through Headquarters (336-34-4035).

Welcome New Chapters
Welcome to the following new Chi Sigma Iota chapters.

Chi Psi
Andrews University
Gamma Zeta
State University of Georgia
Chi Upsilon Sigma
University of Colorado — Colorado Springs
Lambda Rho Chi
Lenoir-Rhyne College
Upsilon Kappa
University of Maryland — United Kingdom
Gamma Psi Delta
Chapman University
Chapter Tip

Building on Your Chapter's Strengths

Naomi Mandsager
CSI Intern

The membership of a chapter is where the mission, vision, and objectives of CSI begin. Having a strong model for chapter structure and strategic planning, CSI chapters are afforded the opportunity to identify and maximize member services and contributions which are found in the assets each member brings to the chapter. As an organization which values growth and excellence in counseling, the Upsilon Nu Chi chapter has worked to establish a structure and strategic plan that promotes these missions. From this foundation, the chapter is empowered to access the many skills and abilities that members contribute to the chapter's mission. (For more information on developing a strategic plan for your chapter, see the Chapter Tip in the Fall, 1997 edition of the Exemplar.)

Survey of Membership

One way your chapter can access the skills and abilities of your members is to survey the membership. The Upsilon Nu Chi chapter recently surveyed its membership in an effort to gather information about members' needs, interests, and expertise. With the onset of the new fiscal year, this information will be used to plan for the year as incoming officers prepare for leadership training and strategic planning. Last year we had an addition of new committees in response to member interest. We now have several diverse venues by which members can contribute and in which members can participate.

The survey is another means by which we can empower our membership to participate and contribute in ways that are meaningful to the chapter. It also serves to promote the activities, programs, and mission of the chapter. An example of this involvement is reflected in our chapter's professional development activities. This past year our Professional Development committee invited members to do presentations at our membership meetings on their clinical and professional areas of expertise. These opportunities were well received and served to empower and encourage member involvement on many levels.

We would like to see even more membership involvement of this caliber for our chapter; therefore, a survey was developed to access the talents and interests of the membership on a more formal basis. It was included as part of our last newsletter in an effort to reach all members expeditiously.

Sample Survey Outline

Below is a sample outline for survey questions that can access your chapter's membership needs, interests, and involvement.

I. Demographics
   - Member name
   - Position
   - Credentials
   - Specialties
   - Experience as professional counselor

II. Current Committee Involvement
   - Professional Development
   - Membership
   - Mentoring
   - Auction
   - Service
   - Newsletter
   - Awards
   - Other

III. I have participated in the following chapter activities (include years):

IV. I am interested in participating in the following activities: (See above categories in item II for examples of activities for your chapter.)

V. Please think about the mission of our chapter and rank order the following activities as you see them in terms of chapter priorities. (See above categories in item II for examples of activities for your chapter.)

VI. In addition to the areas identified above, what are some ways you would like to contribute your expertise to promote the mission of our chapter?

VII. Please comment on any needs or interests you have as a member of your chapter which have not yet been addressed here.

Book Review

Connections Between the Mind and the Body

Barbara Glassford
Gamma Sigma Upsilon Chapter

Mind/Body Medicine: How to Use Your Mind for Better Health


As the 20th century comes to a close, holistic health is in the media every day. As counselors, our roles in this field are expanding. Through psychoneuroimmunology (PNI), the study of the links between thoughts and emotions, the brain and nervous system, and the immune system (p. xi), the role of the mind in physical health is being explored. Scientific studies are documenting the ways our thoughts and emotions either support or undermine health and healing.

Overview

With chapters by the top specialists in their fields, this book explores the basics of mind/body medicine in Part I. Part II looks at the mind's role in illness, with chapter titles such as "Hostility and the Heart," "Diabetes: Mind over Metabolism," and " Asthma: Stress, Allergies, and the Genes." Part III includes various stress management techniques, which many counselors may already incorporate into their practices. Herbert Benson has a chapter on "The Relaxation Response." Hypnosis, imagery, and biofeedback uses are explored in other chapters.

In Part IV, the authors expose the reader to methods and characteristics which can be supported through therapy to improve health and the quality of life. This includes social support, healthy attitudes, psychotherapy, and stress management. Finally, Part V focuses on ways individuals can become active patients in health care.

Scientific Support

With managed care ever-looming over the counselor's practice, many of the techniques discussed in this book have scientific research which shows how the length of traditional medical treatment may be reduced, or in some cases even eliminated, through use of mind/body techniques. In other cases, such as chronic pain or infertility, the quality of life may be greatly increased by practices taught by qualified counselors.

While this book, published in 1993, does not include the research of the last five years, it is a thorough introduction to the many ways counselors can contribute to the holistic health of their clients. In addition, it may suggest ways counselors might increase their practice. Counselors, especially those unfamiliar with mind/body medicine, will benefit personally and professionally from reading this book.
Submissions Requested: The Mentorship Experience

Who have the mentors been in your life? Was there a certain mentor who influenced you as you trained to become a counselor? As a professional, do you still have a mentor who continues to offer guidance? Are you the person that you are because of the presence of a particular mentor? Have you had different mentors — ones who influenced you professionally, personally, spiritually, as a man or as a woman?

Every three years, the CSI Exemplar publishes a special edition with a focus on a particular aspect of being a counselor. In 1999, the theme for the special edition will be “Mentoring: Relationships of Connection and Empowerment.”

CSI members are invited to submit a short, personal narrative of 350 words or less which describes an event, moment, thought, or experience shared with a mentor which has influenced who you are as a counselor or as a person. The event does not have to be earth-shattering. It may have been a simple conversation, some words of advice, an invitation. The moment may not have been of great consequence or notice to the mentor, but to you, it was one which impacted you and which continues to influence you today.

Submissions by students, practitioners, and counselor educators are invited and encouraged. They can be mailed to Cathy Woodyard, Counseling and Consulting Associates, 1216 N. Central Expressway, Suite 104, McKinney, Texas 75070 or sent by e-mail to cwoodyard@texoma.net. Submissions will be accepted until December 1, 1998.

Dues Increase

As of January 1, 1999, the initial membership dues for CSI will increase from $30.00 to $35.00, and renewal fees will increase from $20.00 to $25.00. Yearly rebates to the chapter will increase from $6.00 to $7.00 per member.

As of January 1, 2000, lifetime membership dues will increase from $250.00 to $500.00.