The Benefits of Counselors Receiving Counseling

Susan DeVaney
CSI Associate Editor

Graduate work is a rigorous endeavor. No matter what the discipline, graduate study drains personal and financial resources, taking time and energy away from family, regular employment, and leisure activities. Counseling, however, requires something more than other disciplines, and that is self-awareness as a starting point for practice. I'm not telling you anything new when I say that self-awareness is hard work - much more difficult, time consuming, and draining than engineering, mathematics or biology. In those fields you can shut the book and go back to the comfort of your everyday life. In counseling you never shut the book because your learning becomes part of a reconfigured set of attitudes and assumptions that, in turn, transform your life. There is small comfort and often a great deal of experimentation and turmoil associated with this transformation.

In a time of life when most students are carrying more roles (worker, parent, spouse, student, citizen, leisurite, church-goer, adult child) and more responsibility than any other, we pile on ourselves the additional burden of learning - of all things - how to help others. Just as you are discovering through your coursework how little support, nurturance, and consistency you have had in your life, you are asked to give it to others. Just as you are questioning your own motives and those of your intimates, you are asked to be there for clients. Counseling has long been held to be a soft science and an easy degree (You know. One of those degrees in Education — pronounced with a roll of the eyes as though it were a misdeed or a poor relation from across the tracks). Nonetheless, it is virtually impossible to obtain a diploma in counseling without taking a serious look at one's family of origin, defense mechanisms, and patterns of behavior.

A Personal Journey

Oddly enough, although this knowledge is acquired publicly through a series of courses and clinical experiences, the inner work is by and large a personal journey. In counseling we accept the premise that everyone has difficulties and challenges, but, on the other hand, we recoil when those problems manifest themselves in the classroom. Professors discuss abuse, neglect, addiction, and dysfunction as though those discussions do not hit home with their audience. Most students have internalized the societal prohibition regarding revealing personal problems in a group and keep the pain to themselves. If a student begins to reveal a serious difficulty in class, professors know how to cut them off and take them aside. The rule, for any who might have missed it, is allude to difficulties you have mastered but not to those with which you currently struggle.

Although counseling offers tremendous prospects for self investigation and internal discord, as a profession we expect strength and discount fragility. We want counselors to be together (not that we aren't sympathetic). Students butt up against theorist after practitioner after case study demonstrating unhealthy, unhappy, dysfunctional, and otherwise less than optimal living. They are asked to prove themselves over and over: To be intelligent, to grasp interpersonal dynamics, to say just the right thing in a given situation, and above all to be strong through it all. Don't tell me counseling is an easy degree.

Counseling for Counselors

Counselors-in-training, however, are not required to go it alone. If professors ask that we keep it together in class, it is no more than society asks of us. And in their defense, ethical guidelines for the profession dictate that professors and supervisors maintain clear boundaries. The class-

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On a Quest for Excellence

Ed Herr
CSI President

It is a great privilege for me to serve as the President of Chi Sigma Iota. In my year as president-elect I had the opportunity to observe and to learn from Tom Sweeney, executive director; Don C. Locke, president; Bill Nemec, past-president; Cathy Woodyard, editor of Exemplar; the members of the executive committee, the committee chairs, and the paid staff of Chi Sigma Iota.

Each of these persons is an outstanding professional who has continuously demonstrated his or her commitment to the goals and aspirations of the membership of Chi Sigma Iota. In addition, we are fortunate to have Richard Percy serving as president-elect. Dr. Percy is a long-time member and faculty advisor of the Chi Sigma Iota Chapter at Peabody College, Vanderbilt University who will bring much experience with and knowledge of Chi Sigma Iota to his role.

CSI Day

Such commitment to the continuous quality improvement of Chi Sigma Iota by its officers and staff was reflected in the recent activities conducted in Washington, DC on March 21 and 22. On March 21, the executive committee, fellows and interns met at George Washington University to conduct its pre-CSI Day business meeting and to participate in an excellent reception hosted by the Rho Theta chapter of George Washington University. On CSI Day, March 22, at the Omni Shoreham Hotel, the assembled faculty advisors, CSI members, interns and fellows participated in leadership training sessions, chapter leadership and faculty advisor networks, a general business meeting, an awards ceremony and a reception.

Continuing Accomplishments

Although the purpose of this column is not to report on the business meeting or other programs per se, it is nevertheless useful to acknowledge here that Chi Sigma Iota is in sound financial circumstances; the number of chapters and new members continue to increase as do the number of life members; the application of technology to the CSI web page and that of individual chapters has been selected for 2000-2001; and by-law proposals designed to move forward Chi Sigma Iota’s petition for membership in the Association of College Honor Societies were approved.

Growth and Quality

Each of the dynamics identified in the previous paragraph is worthy of more detail and some of them will be reported on in other parts of this issue of the Exemplar. However, I will conclude my remarks by noting two overarching themes that occurred in Washington that represent the context and capture the motivation for Chi Sigma Iota’s existence. The first of these themes celebrated in Washington was the 15th anniversary of Chi Sigma Iota. The report commemorating the 15 years of growth and quality of Chi Sigma Iota is a remarkable document identifying the chapters that have been active throughout the history of Chi Sigma Iota, the chapters that have attained CACREP or CORE accreditation, the Executive Board members, newsletter editors, and award winners for each year from 1985 to the present, and the distribution of the 204 chapters of Chi Sigma Iota by geography and by institution. These
Update from Headquarters

Thomas J. Sweeney
CSI Executive Director

For those of us in Washington, D.C. for the spring CSI activities, there is much to reflect upon about our Society, its mission, and our part in it. Leadership training this year addressed the theme of "The Quest for Personal Excellence." During last year's executive council meeting, then President-Elect Herr helped initiate a discussion directed toward CSI's unique place among counseling organizations. The end result was a request that he and I develop papers addressing both the individual's quest and CSI's part in assisting her/him in the realization of that lifelong goal. We decided that the 2000 year leadership training would have this as its theme. Our intention was to provide thoughtful attention to the quest that we believe is the inherent goal of all members as participants in CSI, its chapters, and activities.

Opportunity for Excellence

Throughout CSI's fifteen year history, it has called attention to excellence by individuals and its chapters. This begins with the invitation to join CSI as one whom peers consider worthy of membership because of excellence in academics and promise or performance as a professional counselor. The emphasis upon excellence and specific criteria for membership contributes to its unique place among organizations of the profession. On the day one accepts the oath of membership, usually during the chapter initiation, each of us accepts a responsibility to strive for being our best selves, personally and professionally. No one suggests that it will be easy or without setbacks. CSI offers each member the opportunity to continue affiliation in order to continue receiving encouragement and opportunities for advancing their personal and professional development. Equally important, everyone commits to be an advocate and supporter of others within the profession. In short, we are a network of individuals committed not only to personal excellence but also to the advancement of others within our chosen profession.

CSI Web Site

The papers were designed to provide substance for a meaningful dialogue with members in Washington. At that time, we invited members to assist us in the process by suggesting activities and readings that they have found particularly helpful in their own quest. We invite chapter program chairs and all members to visit the CSI web site, download them and consider their use in classes, workshops, or chapter meetings using a format similar to the program in Washington. We had two panels respond to the papers based upon their experience as CSI interns, students in counselor education, counselor educators, and counselors. The panelists' papers will be placed on the web site for review as well. I would suggest that participants in a class or chapter program be able to read and dialogue about the meaning of the quest for them just as we did in Washington.

In the coming weeks, I will be inviting the CSI Academy of Leaders for Excellence to offer their suggestions for readings and activities in relation to the quest. Members are invited to do the same. These will be reviewed, edited for consistency, and placed on the web as well so that

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Leadership Workshop in DC: Reactions of CSI Fellows and Interns

Jennifer Mercante, intern from Iota Delta Sigma, and fellows Jo Angeli Kasper (Alpha Rho), Tracy Payne (Chi), Ken Sanders (Iota Delta Sigma), Ann Taylor (Kappa Zeta), Kelly Wester (Kappa Sigma Upsilon) and Suzanne White (Upsilon Nu Chi) shared their thoughts and experiences of CSI's Leadership Workshop which focused on "The Quest for Personal Excellence."

What did you learn or experience about personal excellence that you want to remember?

I think that the workshop was inspirational. Most of the workshops or speeches that I attend end up being about what you can do for the profession of counseling and where you can take the profession. All of that is important; however, not many workshops have talked about what you can do to achieve personal excellence and how that can transfer over into what you can do for the profession of counseling.

— Kelly Wester

I felt personally and professionally challenged by the speakers...the fact that we as current interns/fellows could one day stand up there and speak about our own accomplishments and philosophies of excellence really inspired me.

— Suzanne White

The speech by Dr. Herr left me with a quote that I have not forgotten: “People are meaning makers.” I think part of achieving personal excellence is the meaning you give your and others’ lives...Achieving your best isn’t just about receiving a reward or getting to make a speech. It is about who you are and who you decide you are going to become and striving for that personal excellence.

— Jennifer Mercante

I think that the most important thing that I learned is that CSI is more than just an award or an honor society...it’s a way of life. We as up and coming professionals have a responsibility to excellence in our profession. We need to set the standard in order to positively impact our profession, our clients and our communities.

— JoAngeli Kasper

How will you try to take the message of personal excellence back to your chapter?

I have shared the powerful, positive feelings I came away with other members, and I will work to bring a personal, individual excellence to all CSI activities, as any other departmental and personal activities of which I am a part.

— Suzanne White

My CSI chapter held a day-long workshop as well as an end of the year banquet and awards ceremony close on the heels of my return from CSI and ACA activities in Washington. Since my chapter helped sponsor my attendance to CSI day, I wanted to share with members the experiences I had while there. The one thing I felt was the most important thing I learned (and the thing I want to work on as an officer in my chapter) was to look at the resources the members have to offer to the chapter instead of just putting people into positions. I now know that as a leader, I need to step back and see how the chapter can grow by nurturing the talents of the individual members. One of the comments I heard was that I have thought of often since leaving DC is that CSI should be a place where members come to be lifted up, not burdened down.

— Tracey Payne

I have already been to a few of my chapter meetings and we have begun discussing personal excellence and how we can achieve it as CSI chapter officers. Once we strive for excellence as officers, we are hoping to further our chapter through our ambitions, goals, and ideas by gaining more member involvement and furthering our service into the community. Our chapter is developing a Community Service Committee in order to be able to give back to the community and other individuals who may have needs. We are hoping that this opens our eyes to the needs of others and allows us to look deeper into ourselves.

— Kelly Wester

I am going to show others how to achieve personal excellence by striving to achieve it myself. I think one of the best ways to teach others is by modeling what you are teaching.

— Jennifer Mercante

I want to go out and personally motivate as many students as I can as well as sharing all of the positive experiences I received while I was at the CSI activities.

— Ken Sanders

It is my belief that you can’t carry a message unless you live it yourself. So, my first step is to strive towards the best that I can be as a professional, as a leader, as a human. Just as I see the need for mentors in my own life, I hope to serve as a mentor for the students who are just beginning their academic and professional journeys.

— Ann Taylor

How will the experience of CSI Day help you in your own journey for personal excellence?

Through inspiration and ideas. Also seeing how many other people are a part of CSI gave me energy to strive for my own personal excellence.

— Jennifer Mercante

I particularly enjoyed reading one of the fellowship assignments "Creative Leadership" by Sam Gladding. His abilty to convey such a strong message by outlining just three processes to becoming a creative leader were empowering.

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CSI Day in Washington, DC

CSI members brainstorm on ways to encourage personal excellence within local chapters.

President Ed Herr thanks past-president Don C. Locke for his work with CSI.

At the CSI reception, President Ed Herr and Executive Director Tom Sweeney cut into a cake celebrating CSI's fifteenth year.

Matt Shurts of the Upsilon Nu Chi chapter reports at the business meeting on the changes made to the CSI web page.

Victoria Sardi, Stephanie Svec, J. Fidel Truner (faculty advisor), Kimberly Mossey, and Emily Englade, members of the Rho Theta chapter at The George Washington University, hosted the Executive Council and fellows and interns for lunch and afternoon meetings.
CSI Presents Awards
Lynn Miller
Award Chairperson

Fellows and Interns
At the CSI Awards Presentation in Washington, DC., ten CSI members were recognized as the fellows and interns for 2000-01. They were Jennifer L. Mercante, Iota Delta Sigma; Shawn L. Spurgeon, Upsilon Nu Chi; Tina J. Franck, Mu Tau Beta; Jo Angeli Z. Kasper, Alpha Rho; Tracy H. Payne, Chi; Mary H. Roedenburg, Nu; Ken Sanders, Iota Delta Sigma; Ann E. Taylor, Kappa Zeta; Kelley L. Wester, Kappa Sigma Upsilon; and Suzanne D. White, Upsilon Nu Chi. Jennifer and Shawn were chosen as interns and will be working with the executive council during the next year on special projects.

Chapter Awards
The Outstanding Newsletter Award was presented to the Chi Sig Courier (Editor E. Dawn Capone) of the Kappa Sigma Upsilon chapter at Kent State University. The chapter has had a newsletter since its inception in 1985. However, in the last two years, the Chi Sig Courier has increased its publication schedule (to three issues annually), is distributed to more than 200 students and professionals, and serves as one of the main links to alumni and professional members. The newsletter is visually appealing, using the latest in desktop publishing technology to produce a high quality look. The content includes articles from students in the program, photographs, a calendar of events, chapter activities, and general information from faculty. The Outstanding Individual Program, "One World Many Faces: A Look into Multiculturalism," was presented to the Chi chapter, University of Montevallo. The program, which was presented at a state-wide spring 1999 counseling conference, involved all active members of the Chi chapter and had as keynote Don C. Locke. Several other speakers from the campus and surrounding community provided breakout sessions to school counselors, community agency counselors, and counselors in higher education settings.

Outstanding Chapter Award was presented to the Gamma Sigma Upsilon chapter at Governors State University. Under the direction of co-presidents, Christina Nolan and Kim Snow and faculty advisor Jon Carlson, Gamma Sigma Upsilon started a mentoring program, published a directory of its membership, participated in "Welcome Week," held a Brown Bag Speaker Series, and began a chapter newsletter, scholarship fund, web page, and study guide for the NCE.

Individual Awards
The Outstanding Entry Level Student Award was presented to Dionne Maria Smith of the Pi Alpha chapter. As chapter president, Dionne formed five committees for different initiatives which generated participation and energy for the chapter. Some of these chapter activities include, developing a chapter newsletter, creation of a chapter web page, and participation in Rape Prevention week. As a service to the community, Pi Alpha students volunteered to transport children to and from the campus for a Halloween celebration for at-risk youth. She organized a first year mentoring program to pair a first-year counseling student with a second-year mentor. Dionne's volunteer work includes recruitment and retention of minority students to The Black Graduate Student Association, co-leading a children's divorce group, and assessment interviews for a psychiatric hospital.

The Outstanding Doctoral Level Student Award was presented to Jeanette A. Higgins of the Alpha Upsilon chapter. Jeanette is an active and contributing executive board member of two different chapters of Chi Sigma Iota during both her master's degrees and doctorate: treasurer to Alpha Upsilon chapter at the University of Akron and secretary to the Eta chapter at Youngstown State University. She received the Outstanding Service Award from the Alpha Upsilon chapter in 1999. Jeanette has had seven national presentations, two state level presentations, four proposals accepted (at press time, three of which will be at the ACA world conference), and two manuscripts submitted to refereed publications. She consistently seeks out training to supplement and enhance her academic work, especially in the areas of HIV counseling and Solution-Focused and Narrative therapy.

The Outstanding Service to Chapter Award was presented to Anne Price of the Nu chapter. Anne has been a member of the Nu chapter since 1995, served as President (1998-1999), created and implemented two successful fundraising projects, was the student representative to the executive council (1998), and helped organize and implement new student orientation programs for the Department of Counselor Education at SUNY. The fundraising project, which earned nearly $1500, supports Nu chapter's Award of Excellence scholarship fund. She also raised funds for and organized a "toast and roast" celebration to honor three retiring department counselor educators.

The Outstanding Research Award was presented to Wendy Charkow of the Upsilon Nu Chi chapter. Wendy's manuscript, "Relationship Dependency, Dating Violence, and Scripts of Female College Students," helps to underscore the importance relationship dependency and offers suggestions for counseling strategies in handling such issues. This manuscript is but one activity in

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CSI Awards Celebration

Don C. Loeke congratulations Wendy Charkow of the Upsilon Nu Chi chapter for receiving the Outstanding Research Award.

Accepting chapter awards were E. Dawn Capone, Kappa Sigma Upsilon, Outstanding Newsletter; Christine Nolan and Kim Snow, Gamma Sigma Upsilon, Outstanding Chapter; and Tracy Payne, Chi, Outstanding Program.

Individual awards were given to Jeanette A. Higgins, Alpha Upsilon, Outstanding Doctoral Student; Dionne Smith, Pi Alpha, Outstanding Entry Level Student; Anne Price, Nu, Service to the Chapter; and Stella O'Hanlon, Beta Phi, Outstanding Practitioner.

Fellows and Interns for 2000-01 are (back row) Shawn Spurgeon, intern, Upsilon Nu Chi; Mary Roodenburg, Nu; Tina Franck, Mu Tau Beta; Jennifer Mercante, intern, Iota Delta Sigma; JoAngel Kasper, Alpha Rho; Ken Sanders, Iota Delta Sigma; (front row) Kelly Wester, Kappa Sigma Upsilon; Suzanne Deggs, Upsilon Nu Chi; Tracy Payne, Chi; and Ann Taylor, Kappa Zeta.

Past-past president Bill Nemec congratulates Pete Warren, recipient of the Thomas J. Sweeney Leadership Award.
CSI Presents Awards
(Continued from page 6)

the area of counseling research. From 1998-1999, Ms. Charkow conducted research on the National Councilor Education on examination development and job analysis. She was named the UNCG Outstanding Graduate Student, 1998-1999; a Summer Fellow for the Association for Assessment in Counseling/NBCC/Research and Assessment Corporation in Counseling, 1998; Greensboro Graduate Scholar, 1996-1999; and the Outstanding Senior in Psychology 1995-1996.

The Outstanding Practitioner Award was presented to Stella O'Hanlon of the Beta Phi chapter at Bradley University. Stella provides counseling for patients, families, and staff at Oncology/Hematology Associates. She is also a facilitator on the Hospice staff support team at St. Francis Hospice program in Peoria, Illinois. Stella is one of the founding members of the Center for Healthy Living which offers support to cancer clients and their families. Tonda Lee Thompson, Director of the American Cancer Society, wrote a letter of recommendation for Stella for this award, relating how Stella's volunteer time as trainer for over 50 "Reach for Recovery" volunteers allowed these people to go out and offer support to patients with cancer.

The Thomas J. Sweeney Professional Leadership Award was presented to Dr. D. L. "Pete" Warren of the Kappa chapter. Pete is a retired Professor Emeritus (1994) of the Graduate Counseling Program in the School of Education and Human Development at Lynchburg College in Virginia. He began his career at Lynchburg in 1969 and is credited for the development and CACREP accreditation of the counseling program. Lynchburg is so appreciative of his work both in the department and in administration that a building is dedicated in his name on campus, "The Warren Counseling Center."

Pete is an active participant in professional organizations, his church, and his community. He has served as Executive Director of the Virginia Counselors Association and as President of Chi Sigma Iota International. He received the Humanitarian and Caring Parson Award from the American Counseling Association in 1995. The many letters of support talk of Dr. Warren's commitment, integrity, and unflinching concern for all, from the university custodian to the university president. He is said to provide motivation for others to become involved, lovingly known as "being Warrenized" by his counselors in his community. He was a minister in his community, and supported others in times of happiness and sorrow, "celebrating with us, and grieving with us." Upon retirement, in an upset election, he was voted onto City Council and eventually Lynchburg Mayor. Again, in a divided climate, Dr. Warren was known for pulling people from opposite ends of the political spectrum together for the good of the city.

He has provided a lifetime of leadership at the local, state and national levels. Dr. Warren "is a warm and caring individual who has great respect for the uniqueness and diversity of the many people he contacts in his personal and professional life." And "Hardly a day goes by that one of his former students at Lynchburg College doesn't stop him on the street to give him a hug and thank him for all he has done for them." And "he has that unique quality of making everyone feel special and valued." Finally, one former student wrote to Dr. Warren, "Your life has become a sort of beacon that the rest of us check our compasses against. It's an ancient form of navigation, but still works great in a storm. Shine bright, we're all sailing right behind you."

Awards Committee

Thanks to those serving on the Awards Committee. They include Bobbie Birdsall, Adriana McEacharn, Marsha Wiggins Frame, David Kaplan, Bo Farrell, Karen Eriksen, and William Nicoll.

Chapter Web Page Training Packets Available

The CSI Technology Committee has developed a training package to assist chapters in developing web pages. The training package consists of the Web Page Policy, Instructions for Chapter Web Pages, and three html files. The policy and instructions can be accessed from the CSI web page (http://www.csinet.org). Copies of the three computer files can be obtained from the Technology Committee by writing Jane Myers (jemyers@uncg.edu) or Verl Pope (vpope@semo.edu). Jane or Verl also will provide technical assistance in the development of the web pages.

CSI Proudly Thanks Donors

With their permission, we wish to publicly thanks 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.

Willard A. Sheets
Juliana M. Parascandola
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Alpha Rho
Alpha Theta Omega
Beta Alpha Omega
Chi Epsilon
Epsilon
Gamma Upsilon
Iota Phi
Iota Phi
Kappa
Lambda Iota Upsilon
Mu Sigma Upsilon
Mu Tau Beta
Nu Sigma Chi
Tau
Upsilon Nu Chi
Looking Forward

Don C. Locke
CSI Past-president

In my final column I would like to thank you, the membership, for the privilege of serving as your president. Being in this role during the celebration of our fifteenth anniversary was indeed a very special honor. I have had wonderful opportunities to meet many of you during the year and in all cases I have been pleased to participate with you in your programs, hear about your accomplishments, share your enthusiasm, and listen to your challenges. Working with so many talented and committed CSI members who have served in leadership positions on the executive council, headquarters staff, committees, and general membership has been a joy.

My focus during the year was on advocacy, awards, and alumni. CSI continues its commitment to advocacy for the profession of counseling. This commitment is evident in our deliberations, articles in our newsletter, and information on our web page. The awards program (including recognition of our interns and fellows) at CSI Day in Washington was a highlight of our celebration of excellence. Many of you have indicated to me that your efforts to bring alumni back into your chapters are being successful. I sincerely appreciate your willingness to share my vision for CSI and your efforts to devote your time to implementation of this vision.

During this fifteenth year, we have maintained a strong membership that is growing steadily. These members continue to actively support CSI through their local chapters, by serving on various committees, serving on the executive council, and by contributing to the Exemplar. The Exemplar is rapidly becoming the standard bearer of the profession as major issues are addressed and discussed. Our web page is kept up-to-date and contains excellent links to important information for chapters and members. CSI Day was a useful professional development activity which offered an in-depth analysis of personal excellence as a major component of leadership development.

Our annual business meeting was well attended and we devoted time to important issues. The awards ceremony was a first class experience and our awards recipients represent the very best of the best.

I deeply appreciate the confidence that you placed in me and the rest of the CSI executive council. It has been a privilege serving you, my colleagues. Thank you very much. Thanks also to the executive council members for their volunteer service, their commitment and great advice. Thanks to all committee chairpersons and committee members, many of whom put in numerous hours planning and implementing the programs of the society. I also want to thank Tom Sweeney, our executive director, and Bill Nemec, our past-president, for their help over the past year. I simply could not have done this job without them. Thanks. Finally, I offer my very best wishes to Ed Herr who not takes over the leadership of CSI for 2000-2001. I am looking forward.

Quest for Excellence

(Continued from page 2)

data clearly reflect the unbroken line of commitment and leadership that many persons have contributed to advancing the goals of CSI, goals that have been important to extending the integrity and quality of the counseling profession.

Quest for Personal Excellence

The second theme is both an affirmation of and a refinement of the qualities that have sustained Chi Sigma Iota during its first decade and a half: The quest for personal excellence. This major construct addressed to chapters and to counselor education programs in the Leadership Training Sessions in Washington contended that "It is impossible to develop organizational excellence unless we mirror, reinforce, and make explicit in our standards that what we do is celebrate the importance of and enable the quest for individual personal excellence." This construct was discussed in relationship to growing concerns in the nation about character education and individual responsibility for decisions people make and the actions that result. Among many other implications, I argued in my presentation that "The world of counseling, in its training or in its practice, can not be a world of minimums, learning only enough to get by; it must be a world in which [a counselor] continues to seek maximum insights, maximum skills, maximum competencies; a life devoted to continuous learning as one accepts the reality that to counsel, to intervene in the life of others, is a world of obligation to render the most effective service, to do no harm, to be attentive, to give the gift of time and hope to clients as a manifestation of one's commitment to the quest for personal excellence." The speakers, the panelists, and the small group participants in the Leadership Training sessions agreed that the quest for personal excellence is implicit in the goals of Chi Sigma Iota and deserves more focus and deliberate effort as we look to the future. We will pursue such a mandate in the year ahead.

Best wishes. I hope you have a great year as you pursue your own quest for personal excellence.
Relationship Dependency

Wendy Charkow
CSI Outstanding Research Awardee

When I was notified that I had received the CSI International Research Award, I was both excited and surprised to be chosen for this honor, as I am aware of the high caliber work produced by members of this association. I would like to take this opportunity to thank my colleagues, most notably Gerald Juhnke and Andrea Dixon of The University of North Carolina at Greensboro, who supported me by writing letters on my behalf and encouraging me to submit my work. I would also like to thank the CSI Awards Committee, chaired by Lynn Miller, for their hard work in selecting all of their awards recipients. And most importantly, I would like to thank my co-author and mentor, Eileen Nelson of James Madison University, without whom I never could have conducted this study and received this award.

The title of my study is “Relationship Dependency, Dating Violence, and Scripts of Female College Students.” I became interested in the area of dating relationships and violence as a college student by both studying these phenomena in my psychology classes as well as seeing the toll that immature relationships taking in true intimacy took on many of my peers with devastating effects on their sense of safety, self-esteem, relationships, and academic careers. I decided then that this would be an area in which I would like to focus my research with the hope of improving the relationships and experiences of young men and women.

Study’s Purpose

The purpose of the study was to assess the relationships between relationship dependency, dating violence, and responses to relationship scripts in a convenience sample of 178 female college students from a university in the Southeast region of the U.S. Relationship dependency is operationally defined by the following characteristics: a belief that a partner is necessary for survival, a reduction in satisfying experiences with the partner in concordance with more unsatisfying times together, feelings of low self-worth and control with increasing likelihood of trying to control one’s partner, care-taking of one’s partner, difficulty in ending a relationship that is dissatisfying, obsessive nature of the relationship, withdrawal from activities not including one’s partner, and living vicariously through someone else (Pearson, 1991; Peale, 1998; Simon, 1982). Please note the use of this term does not imply that interdependency and nurturance of relationships reflects pathology and that problems occur only when it impedes with one’s life functioning. Relationship dependency also occurs within a cultural context in which individuals, and especially women, are socialized to believe that relationship maintenance can be equated with personal happiness and are exposed to contradictory ideas related to appropriate relationship behaviors (Pearson, 1991; Simon, 1982). In this study, relationship dependency was measured by the Love Relationships Questionnaire in relation to the participant’s most significant relationship experienced prior to the time of administration (Nelson, 1986).

For the purposes of this study, the Conflict Tactics Scale was utilized to measure dating violence and defines this construct by both: 1) physical behaviors such as throwing things, pushing, grabbing, shoving, slapping, threatening with a gun or knife, and 2) psychological aggression characterized by actions such as yelling, insulting, refusing to talk about an issue that works to undermine one’s self esteem (Straus, 1979).

Relationship Dependency and Violence

There are several phenomena that suggest a direct link between relationship dependency and dating violence, such as the idea that relationship-dependent women are likely to less likely to leave a relationship that may be abusive due to difficulties in ending relationships and the characteristic intermittent cycle of abusive and seemingly loving and caring treatment by one’s partner (Henderson, Bartholomew, & Dutton, 1997). Relationship scripts are defined as “hypothesized cognitive and performative structures which organize a person’s comprehension of situated events and guide a person’s performance of a situated set of actions” (Ginsburg, 1988, p. 29). Scripts take both internal and environmental influences into account and suggest ways in which people are socialized to behave in relationships. Relationship scripts were assessed through 13 scenarios developed for this study with consultation from an expert panel.

Findings

The main findings of the study can be summarized as follows:

- Relationship scripts indicative of dependency are significantly and positively correlated with the presence of relationship dependency in actual dating relationships.
- Relationship dependency is significantly and positively correlated with the experience of dating abuse in relationships, both as victim and perpetrator.
- A large number of relationship scripts of the sample included aspects of relationship dependency and acceptance of abuse as an acceptable means of conflict resolution.
- Relationship scripts did not correlate significantly with measures of dating violence.

The results of this study yield important implications for counselors. First,
Relationship Dependency
(Continued from page 10)

...it may behoove counselors to assess for and work on the issue of relationship dependency when counseling women involved in abusive relationships. Several areas for therapeutic intervention for this population to be addressed in individual, couple, and/or group modalities include self-esteem, level of comfort in being alone, the desire to change others, and emotions such as guilt and anxiety (Pearson, 1991). In addition, counselors may wish to facilitate consciousness-raising traditional or internet-based workshops in college settings to assist individuals in assessing relationships, sharing stories, and training for healthy conflict resolution. Finally, the significance of relationship scripts in this study transfers to the appropriateness of cognitive-based approaches for these issues.

Further Research Needed
Although this study addressed only females, it is my belief that counseling approaches should be directed towards both male and females. This study has several limitations, such as restricted generalizability due to the convenience sample and the possibility of instrumentation effects, as the administration of assessments was not counterbalanced. More conclusive findings can be attained by replicating this study with both similar and different populations, such as non-college students and males. In addition, further study is needed to assess efficacy of counseling interventions with populations contending with relationship dependency and dating violence. If you have further interest in this study, the article in full can be found in the Spring, 2000 issue of the Journal of College Counseling, and I can also be reached via e-mail at wbcharko@uncg.edu.

References

The Benefits of Counselors
(Continued from page 1)

...room is not the place for working on problems, nor is the professor’s office. In other words, there is another important facet of counselor education, counseling itself.

Every university has a counseling center, free to students, and most employ excellent therapists. Graduate school is a perfect time and place to discuss the thoughts and concerns that are not appropriate for class discussion or even family discussion because of the time and depth required to deal with them fully. What effect did being first born have on my life? Why am I still so hurt that my parents divorced? Should I expose my brother’s alcoholism? Have I been a mediocre parent all these years? Do I want to remain in this marriage?

You undoubtedly recall that Freud required his disciples undergo years of psychoanalysis (and actually performed his own analysis since there was no one to do it for him). His reasoning is still valid today. Both from an academic and an interpersonal perspective, a counselor cannot fully understand the process of counseling without having been a client and a counselor. It is important to experience the humility of asking for help, and it is important to discover your reaction to receiving help. It’s not so much a matter of needing counseling as it is a matter of benefitting from it. You will experience counseling in action. You will have a confidant who has shared a similar struggle. You will have a partner in self-discovery. And ultimately, you will be the better person and counselor for it.


Honor Cords and Honor Stoles

Chapters can order honor cords and honor stoles in bulk, anytime throughout the year from our supplier, Kalamazoo Regalia. Your chapter will order, pay, and receive shipping directly from the supplier. All orders must be placed and prepaid by chapters; no single item orders will be accepted. Last minute requests for “rush” deliveries will require additional payment for such service.

Cord and stole orders will be accepted. Item orders will be accepted. Last minute requests for “rush” deliveries will require additional payment for such service.
Chapter Happenings
June Williams
CSI Associate Editor

Alpha Omicron
The Alpha Omicron Chapter at Stetson University is excited to report a significant increase in local and national CSI members. Our membership numbers are growing weekly! Monthly programs are enticing students to join. We recently sponsored workshops on play therapy, domestic violence, and family resiliency.

Our chapter completed a successful raffle fundraiser. The winner will enjoy a three night stay in a luxurious log cabin in Breckenridge, Colorado. Our bank account soared from $50 to $500. We are off to a great start and are confident that this will be a productive year.

Submitted by Angela Heaste, president

Alpha Theta
The Alpha Theta chapter at California State University, Bakersfield has had a very productive year. We presented three well attended workshops for the membership and other counseling professionals in our community. Under the leadership of Kathleen Ritter as faculty advisor and the current board (Karen A. Kuckreja, president; Jeannie White, vice president; Cindy Bowman, secretary-treasurer; Kate Mackey, membership chair), the following workshops were presented: Narrative Therapy in Practice by Gerald Monk and John Winstad; Counselor Supervision by Rod Goodyear; and Experiential Approaches to Leading Community Groups by Rod J. Merta.

Submitted by Karen A. Kuckreja, president

Beta Phi
The Beta Phi chapter at Bradley University is pleased to announce that the 1999-2000 Chi Sigma Iota "Practitioner of the Year" is our own Stella O'Hanlon! Congratulations to Stella on this great achievement! In addition to this award, Beta Phi has inducted more than 40 new members into our chapter this year. The major events we have sponsored include a Silent Auction/Holiday Bash last winter which not only celebrated the holiday season but also turned into a wonderful fundraiser. This spring, we are hosting an "Ethics Roundtable" which will explore the legal and ethical implications of counseling in our schools, as well as grant 4 CEUs from Bradley University's Continuing Education Department. Our newsletter continues to be exemplary in its wide range of information which we send out to all of our members.

Submitted by Sharon Weiss, president

Chi Epsilon
Georgia State University's Chi Epsilon, established in 1992 under the advisement of JoAnna White, held a spring reception April 26 in honor of 19 new inductees and in recognition of outgoing officers, Lauren Stern and Lynda Dinter. Family members, faculty and friends gathered in a candle-lighting ceremony as the new members of the honor society accepted Chi Sigma Iota's call to dedicate themselves to continued excellence in scholarship and counseling practice.

The chapter thanked outgoing officers Lauren Stern and Lynda Dinter for their generous service as president and treasurer and their exemplary academic accomplishments. Both Lauren and Lynda are earning doctoral degrees and will wear CSI honor cords at their upcoming graduation.

Under the current advisement of Fran Mullis, the Chi Epsilon chapter will host a fall reception in August 2000 to welcome new students into the Counseling doctoral program.

Submitted by Deb Ross

Gamma Sigma Upsilon
Gamma Sigma Upsilon at Governors State University would like to thank the members of the Awards Committee for naming us "Outstanding Chapter". We are honored to be recognized in this capacity and realize the responsibility of accepting this award. Our goal this year was to increase the connectedness of faculty and students. With this in mind, here are two of what we feel are our most outstanding accomplishments.

This year was the inception of our "Brown Bag Speaker Series" in which we provided a forum for our university professors to connect with the students by sharing some of their personal projects. This year speakers and topics were the following: Jon Carlson on "The Disordered Couple"; Diane Kjos on "Beyond the Role of Counselor: An Intimate Look at a Counselor's Way of Being"; Lonn Wolf on "Divorce and the Myth of Mourning"; and David Matteson on "Spirituality and Secular Counseling."

In addition, we have created a "Peer Mentoring Directory," which is a compilation of willing students in the program who have recognized the need for networking and mentoring each other as they go through the program. This is especially helpful for those students who are newer in the program and now have an avenue to check out their peers' insights and guidance. This directory also has a calendar of CSI events, officers and frequently asked questions.

Submitted by Christina K. Nolan and Kim Snow, co-presidents

Gamma Zeta
Gamma Zeta chapter at the State University of West Georgia has held monthly student/faculty socials. Faculty and counseling students have gathered together each month about...
Chapter Happenings
(Continued from page 12)

Our annual initiation ceremony was held March 31. A total of 40 new members were inducted at our first ever ceremony, and 60 people in attendance, the evening was a wonderful success. The night began in the Richard Tam Alumni Center with all members pitching in and helping to set up the room.

Jesse Brinson got the evening rolling with a rousing welcome, and Gerald Weeks and Sue Whiston, chairs of the Counseling Department and Educational Psychology Department respectively, honored us with some words of encouragement. Our keynote speaker, Courtland Lee, inspired us all with his thoughts and wisdom on leadership and what it means to be a member of Chi Sigma Iota. Chapter president, Lisa Paolini, ended the evening with a few words on how chapter Omega Alpha began and invited all members to be recognized. In true Las Vegas fashion, the new initiates went out and celebrated when the evening was over.

Submitted by Lisa Paolini, president

Upsilon Chi Chi Chapter

You might be interested to know that the Upsilon Chi Chi chapter at the University of Cincinnati has not one president, but three co-presidents! Together, Michele Neace, Margie Shupe, and Joy Stock proposed a triumvirate to their faculty advisor, Geof Yager, and this is the manner in which we have operated all year. The three doctoral students all have busy lives and schedules, but they manage to work together in organizing activities to make our chapter active and community-minded.

We have sponsored several successful events this semester. Twelve new members were inducted at our annual Induction Ceremony on February 6. A get-acquainted exercise and potluck preceded the induction ceremony. On March 29, guest speaker Mary Ann Davis presented a workshop on time management suggestions for the busy graduate student. In April, we sponsored a seminar on "Creating Curriculum Vitae and Dossiers" which provided information about what one needs to know about preparing for looking for and finding a counseling job. The "Seventh Annual Spring Symposium" is planned for May. Student and faculty presentations will be given on a wide variety of topics relevant to counseling students and professionals.

Submitted by Margie Shupe, co-president

Exemplar

on Audio Tape

The Chi Sigma Iota Exemplar is provided on audio tape to CSI members who are blind or visually impaired. If it would benefit you or other members in your chapter to receive the Exemplar in this medium, please notify Cathy Woodyard, CSI Exemplar Editor, at 1216 N. Central Expressway, Suite 104, McKinney, TX 75070, (972) 548-8092, or through e-mail at cwoodyard@texoma.net.

State University as our guest speaker. The Alumnus of the Year, John Pappas from Eastern Michigan University, was also honored. A video compilation of pictures including faculty and students in the program was a special part of the evening.

Our chapter and university as a whole were represented well at the ACA World Conference in Washington, DC. Our chapter's fund raising chair, Kelly Wester, was chosen as one of ten CSI fellows. In addition, our newsletter, The Chi Sig Courier, was honored as the Outstanding Newsletter by CSI International.

The final event of the academic year for the social committee will be a softball game for old and new students to be held in May. A cookout after the game is also being planned. The fund raising committee is organizing a garage sale during July to benefit our scholarship and general funds. This year has been a very eventful and productive one. We plan to carry this momentum into the next academic year with continued success!

Submitted by Heather Rudduck, secretary

Iota Phi

In November, the Iota Phi chapter of the Philippines sponsored the Fourth Scientific Paper Presentation with the theme "The World of Filipino Women: From the Perspective of Research." This full day of research presentations featured several professional members of Iota Phi including Vicentita M. Cervera, Conchita V. Umali, Josefinna C. Donato, Estor D. Jimenez, Leticia A. Rebillon, and Ann Margaret Toledo-Martin. Symposium topics covered a wide range including "Women's Coping Styles and Deceit Amidst Infidelity," "The Role of Mothers-in-Law in Marital Conflict," "Profile of the Other Woman: A Descriptive Study," "Why Women Fall in Love with Bad Men," and "Women's Perception of Sexual Assault and the Women Victims."

Submitted by Vicentita M. Cervera, president

Kappa Sigma Upsilon

The second semester was even busier than the first for the Kappa Sigma Upsilon chapter at Kent State University. A 24-hour Rock-A-Thon was held in the Counseling and Human Development Center on March 3-4. The participants rocked the night away in rocking chairs to raise money for our scholarship fund for professional membership fees and conferences, counseling center, and general fund. The event raised a total of $675 to be divided among these areas.

Our annual initiation ceremony was held March 31. A total of 40 new members joined our chapter, and approximately 95 guests were present for the reception. We were pleased to have Susan Jones Sears of The Ohio State University as our guest speaker. The Alumnus of the Year, John Pappas from Eastern Michigan University, was also honored. A video compilation of pictures including faculty and students in the program was a special part of the evening.

Our chapter and university as a whole were represented well at the ACA World Conference in Washington, DC. Stacy Jaynes, Lisa Adams, and Harrison Davis attended the leadership training with hotel expenses paid by the chapter.

Rebecca Stanard, faculty advisor
Counselors—Helping Keep Schools Safe

Katherine Ziff
Alpha Chapter

Two years ago I took a part-time job as coordinator of the Safe, Drug-Free Schools program for the local school district in Athens, Ohio. The program had lain fallow for a few years, and the director of special services wanted me to breathe some life into it. Last month, our program was nominated by the Ohio Department of Education as one of three exemplary programs in the state. My director and I looked at each other in astonishment when we received this news, and we joked that because I send in so many budget revisions the state figured we must be busy with something. Writing about this experience for the Exemplar has helped me identify how it is that we came to earn an "exemplary" designation.

Keeping Students Safe

My first task in this job was to find out what things are effective in keeping students safe and drug-free. After spending time reviewing literature and going to conferences, I was most struck by the findings coming from the NIH tracking study on adolescent health. This research documents the number one factor in preventing risk-taking behavior among young people: the presence of adults at home and at school who are perceived as caring. So how is one safe, drug-free schools coordinator to make a difference in the lives of all the children in a whole school district? I realized early on that I would have to work to engage and support the adults who are in positions to provide those caring connections in the lives of children. Here are some of the things we have done to weave connections between our students and the adults who support them at school, at home, and in the community.

School Staff

Our two elementary school counselors (who serve five schools) were looking for ways to get to know their younger students through classroom guidance, and our school nurse wanted to bring prevention messages to classrooms. So we identified a research-based prevention curriculum and an anger-management program, arranged for staff training, and provided funds and help in getting our counselors and school nurse into all our second and third grade classrooms with these programs. Peer mediation programs had already been established at two elementary schools and at the high school. These programs are supported by teachers who, on their own time, train and support students to be mediators in the school. Our program arranged for monetary and other support for these teachers and asked a team of them to go to each of the three schools with no mediation programs to train students and teachers and help them get started.

Our program has sponsored suicide intervention training for all our school counselors so they will know exactly how to handle such situations and to create the best possible outcomes for students. The program has also supported a district-wide wellness committee which provides services for all school district staff. Next year, this committee will extend its work to wellness for students.

Families and Community

We asked for help from several groups in the community, all of whom responded gladly. A local foundation contributed a thousand dollars for a top-notch motivational speaker to spend a day interacting with our middle and high school students. Ohio University faculty worked with parent groups and staff from our elementary schools to begin to initiate bullying prevention programs. Community agency staff and parents willingly serve on our advisory committee. Our school nurse had the idea of incorporating children's literature into the six week prevention program she and our counselors were offering second graders, so we invited the participation of our public library system. The children's librarian created reading lists of children's literature that matched the weekly classroom guidance themes. We sent these reading lists home to families each week of the program, with a letter explaining how they fit with the classroom lessons. Librarians reported that many parents came to the library, list in hand, to check out books to read to their children. This also provided the unexpected benefit of encouraging parents to ask librarians questions about resources for help on topics such as divorce and adult substance abuse.

Conclusion

As I reflect, then, on how it is that our Safe, Drug-Free Schools program came to be perceived as exemplary, I believe it is because its activities have stemmed from the research-driven idea to encourage and support school staff, families, and community leaders in their efforts to provide caring connections with children. Next year, we hope to use our success to weave our network of connections more densely (especially in the middle school and high school which, because of scheduling and academic priorities have been harder to engage.)

Reference

Faculty Advisor Highlight

Helping to Make Real Changes: Sue Street

Alfred L. Lyons, Jr.
Delta Gamma Chapter

Dr. Sue Street

The University of South Florida (USF) is the thirteenth largest university in the United States, serving a diverse population of over 36,000 students across four campuses in the metropolitan Tampa Bay area of Florida's west coast. As the Program Coordinator for USF's Counselor Education program, Dr. Sue Street may well be the busiest person on campus. Yet, she still finds time to serve as the faculty advisor of Chi Sigma Iota's Delta Gamma chapter.

She founded the CSI chapter five years ago with the help of an enthusiastic student who became the chapter's first president. "Because this is so much a commuter school, and students have so many roles in addition to 'student,' and so many responsibilities outside of school, it was exciting and fun to start something new that would allow our students to connect with each other in a way other than classes," Dr. Street shared during a recent conversation.

Chapter Initiations

The chapter has sponsored many annual events including a pizza party for counseling students entering the program, workshops and seminars related to the field of counseling, a homecoming tailgate party, and a student internship expo. But Dr. Street's favorite event is the annual CSI initiation dinner.

"I created our ceremony, a candlelight ritual that I wanted to be memorable for those initiated. It includes a personal pledge: 'I commit myself to my personal growth, to respect for human dignity, to uphold my highest values... I like to think that for a moment in time we're all bonded on a deeper level and that it is personally meaningful for everyone participating. Looking back, I can remember every one of the dinners, and really special parts of every one, and the many students who came to them. The initiation dinner stands out to me as unquestionably Chi Sigma Iota's finest hour each year."

Recipe for Counseling

A gifted educator, writer and counselor, Dr. Street's interests include Jungian psychology, expressive arts therapy, child and adolescent development, and gender role theory. "My basic recipe for counseling is a lot of love and support and a kick in the butt. And let's translate it into counseling theories, that means a warm, caring, genuine relationship balanced by handing responsibility to that student for his or her growth. 'I love you and care about you immensely, and I'll pick you up when you fall down the first sixteen times, but you're still responsible for moving on.' A lot of love and a kick in the butt, that's it!"

"Counseling must by definition be a spiritual endeavor if it is to make really meaningful and profound changes in clients' lives. Jung demonstrates that clearly because he sees counseling and therapy as the path to self, the path to becoming who you really are, the path to individuation. We find God within, by finding ourselves. That's an oversimplification, but counseling is about getting to know who you are, and if you get to know who you are, you run into God, or somebody or something about meaning in the universe."

Other Interests

When she is not working, she has family and avocations, "I have a seven year old daughter who is the light of my life. I study Tibetan Buddhism. I teach astrology; I teach metaphysics; I teach Tai Chi and meditation. Those are my real loves."

Visit the University of South Florida web site at http://usfweb.usf.edu/.
Visit the USF Counselor Education site at http://www.coedu.usf.edu/deptpsysoc/counseling/default.htm.
Visit the USF Chi Sigma Iota site at http://www.coedu.usf.edu/csi/.
From time to time, formerly active CSI chapters become stagnant and efforts are undertaken to revive these chapters. The following is an interview with Dr. Mark Viator who served as president of the Alpha Chi chapter of CSI at Louisiana State University during revitalization in 1992. The year following revitalization, Alpha Chi was recognized as Outstanding Chapter of the Year by CSI International. This interview outlines what worked with outstanding results for Alpha Chi. Each chapter and institutional setting is different, so some assessment to find out what your members need and to determine what will work for your program is required.

CB: What was the status of the Alpha Chi chapter at that time of re-activation?
MV: We were a chapter in name only—inactive. We were ineligible for revenue reimbursement and in non-compliance with submitting reports, attending the business meeting, and initiating new members.

CB: Initially you were contacted by the faculty advisor David Spruill regarding reactivation. How instrumental was his involvement in this process?
MV: Yes, Dave Spruill came to LSU from Florida where the CSI chapter was very active. Reactivation of Alpha Chi would not have occurred without his encouragement, support, and advisement. In fact, faculty advisor support is crucial because of the time dedicated to the chapter and students.

CB: What happened once you became involved?
MV: Dave Spruill and I came up with some names of current and past students in the Counselor Education Program with leadership potential. I contacted those selected personally and invited them to meet for a one-time discussion regarding reactivation. All who attended the initial meeting committed to this endeavor and an executive committee was formed. Our initial executive committee was composed of both current and former students in the program who served in the following offices: president, president-elect, secretary, and treasurer. Later area representatives — school, agency, and student personnel — and past president were added.

CB: Once you had a board in place, what was the next step?
MV: A leadership retreat was held and all executive committee members attended. We held it on a Saturday for about four hours with lunch included. During the retreat, we established our goals and objectives, annual plan, and initiation requirements and procedures. We revised the by-laws and planned the initial meeting of the chapter membership at large. We also devoted a portion of the retreat to assessing leadership styles and abilities.

CB: How did you promote the first meeting?
MV: We promoted the first meeting in two ways. The first was aimed at attracting current students as new members. The second was geared to attracting graduates of the program who were already CSI members. To attract current students, we made sure that the entire faculty supported our initiative. We got their approval to come to a class period and announce the meeting. The faculty members who had class conflicts with the first meeting agreed to dismiss the class early so that interested students could attend. The faculty members also attended the initial and subsequent meetings. To attract existing members, we contacted CSI Headquarters and obtained the most recent membership list on file for Alpha Chi. The list was divided among the executive committee members and we made calls informing members of the reactivation and first meeting.

CB: I imagine you really talked it up and pushed attendance.
MV: Personal invitations were extended to every student and past members announcing the time and place of the first meeting. We stressed that the reason for the meeting was to discuss the purpose and goals of CSI International and Alpha Chi. The first meeting was held at Dr. Spruill’s home on St. Patrick’s Day.

CB: What would you suggest chapters do to encourage members to continue attending meetings?
MV: Establish a regular meeting place, date, and time. For example, Alpha Chi holds meetings in the same location on the third Tuesday of every month at seven o’clock. Make the time and place of the meeting convenient for both professional and student members. Always serve food, have greeters, set aside the first half hour for socializing. Another incentive is to have professional presentations for CEU credit as a part of the monthly meetings. Faculty members or departments are often approved.

(continued on page 17)
Rising from the Dead
(Continued from page 16)

CB: In addition to meetings, what other activities and events does Alpha Chi offer as membership benefits?

MV: We started a mentoring program in which second year students are matched with first year students. The purpose of this relationship is to answer any questions the new student may have regarding scheduling, faculty members, tough or time intensive courses, practicum and internship. The mentor helps to orient the new student to the program and offers insights and feedback as needed. We also try to have social and service activities. We have a BBQ in the summer, a holiday social, and the St. Patrick's Day Revitalization Commemoration. We also raise funds for student travel to conferences through workshops and auctions.

CB: What about leadership development activities?

MV: Leadership identification should occur throughout the year. Officers should always be looking for their replacement by making efforts to train and mentor individuals who have potential. All members should be encouraged to participate and be involved in committee and chapter activities.

CB: How does Alpha Chi promote membership as an honor?

MV: CSI encourages members to strive for excellence. Our chapter stresses that membership is an honor. In addition to the grade point average and credit hour requirements, we also require attendance at three meetings and formal sponsorship by a member before joining. New members are formally initiated during the annual awards and initiation banquet. Members who have contributed to the chapter are also recognized.

CB: It should like a great amount of work is involved with revitalizing and maintaining a chapter, but that the rewards and benefits of involvement in Chi Sigma Iota are definitely worth it.

MV: The benefits are more than worth the effort. Reactivation did take a lot of work and commitment on the local level. Dr. Spruill was the guiding force. This type of faculty commitment is needed. In addition, Dr. Sweeney and the staff at CSI Headquarters are a huge help.

NOTE: The CSI web site: www.csi-net.org has a section titled How can we reactivate our chapter? under FAQs. CSI International also has a chapter development committee, membership committee, chapter leaders listserv, faculty advisors listserv, chapter leadership manual, and leadership training at all annual meeting to help chapters at all stages of development.

CSI Day in San Antonio

Plan now to attend CSI Day on Saturday, March 17, 2001, in San Antonio.

CSI LISTSERVS

CSI maintains two listservs, one for the chapter leadership network (CLN) and one for the faculty advisor network (FAN). Any chapter member, committee chair, or officer can sign up for the CLN by writing to Jane Myers at jemyers@uncg.edu. Faculty advisors are encouraged to contact Jane and provide the name of their chapter and university along with a request to be signed up for the faculty advisor listserv.

WELCOME New Chapters

Welcome to the following new Chi Sigma Iota chapters.

Beta Gamma Delta
California University of Pennsylvania

Pi Lambda Iota
Long Island University-West Point

Iota Omega Upsilon
Indiana Wesleyan University

Epsilon Upsilon
Xavier University

Chi Sigma Upsilon
Cleveland State University

Gamma Lambda Psi
College of Saint Rose

Epsilon Delta Chi
University of the District of Columbia
Voice Lessons
Kurt L. Kraus
Faculty Advisor, Upsilon Chapter

A year has passed since the inception of "Voice Lessons." Each of the four "Voice Lessons" has encouraged readers to address the professional advocacy issues of marketplace recognition, inter and intra-professional relations, counselor and client wellness, and research in the counseling profession. On this "anniversary" I revisit our purpose and expectations. "Voice Lessons" is to provide readers with questions and prompts for active discussion, reflection, and possible debate with regard to professional counselor advocacy. As our mission is to extend beyond merely increasing our awareness to such issues, the column "Voice Lessons" appears in a simple, highly malleable form, easily adapted by readers to numerous settings where advocacy dialogue can be exercised. Our hope is that readers will bring up these issues during class time in graduate school settings, during department meetings for counselor educators, during staff meetings for counselors in clinical settings, dedicating time for strengthening our voices.

Individual prompts have included:

"What does such salutation and introduction as a professional counselor mean for our professional advocacy?"

"When someone asks, 'Where is the data?' are you ready to say, 'Here!'?"

I am curious about a few things today. Since the publishing of Chi Sigma Iota's Counselor Advocacy Papers (available in downloadable form at http://www.csi-net.org) I ask myself, "What have I done that has moved the cause of professional advocacy forward?" and "What have you, the Exemplar readership done?" Pretty blunt, I realize. I ask because we as a profession cannot abdicate individual responsibility in the whimsical hope that "someone else" will promote our profession for us. It is relatively easy for me, and I would expect for others as well, to convince myself that others who are far more competent than I will do that work! After all, they have more time, they are more "connected," they are more influential. They have better voices. It is also interesting for me to wonder how "we" often passionately advocate for our clients and constituencies, yet somehow equate self-advocacy with self-aggrandizement. Such an equation is nothing further from the truth.

The purpose of the Papers and "Voice Lessons" is to ensure continued development and growth of our profession. In the preface of the 1998 Advo-

Leadership Workshop
(Continued from page 4)

I found myself laughing as many of my leadership styles were reflected in his paper (of course, they were the things he listed NOT to do!). But, being able to laugh about it and realize one of the most important things Dr. Gladding suggests is to "cultivate a sense of humor." I think I can definitely work toward becoming a more creative leader. I also now have a copy of the "Principles and Practices of Leadership Excellence" in plain view which I have referred to several times just since March. I find the examples of how to put the principles into action through the practices to be very beneficial. — Tracy Payne

Interacting with other fellows helped me realize that we have similar struggles and goals and dreams. Being able to process this information helped me formulate a plan for some of the things that I would like to accomplish in my chapter, in my profession, and in my graduate school career.

— JoAngeli Kasper

While I tend to be introspective by nature, taking time for personal reflection competes with school, work, and family responsibilities. CSI Day allowed me to take true pause and assess my ongoing journey. It allowed me to reaffirm my commitment to personal and professional goals. Most importantly, I felt supported by others who struggle, as I do, to achieve excellence in all areas of my life — home, work, and school — and to balance the three. — Ann Taylor

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Tracy Payne
Faculty Advisor, Upsilon Chapter
I am happy to report that the Society ended our last fiscal year, 1999-2000, with an income of $215,471.75. Our expenditures were $193,801.23 for a net positive balance of $21,670.52. This must be tempered, however, by the realization that we benefitted from life membership contributions of $28,500.

The CSI Executive Council approved a budget of $214,200 for the fiscal year 1999-00 based in part upon the dues increase implemented in January, 1999. We expect to end the fiscal year with $40,000 in income over expenses. However, it is important to note that increases in chapter rebates, increase in fellowship award amounts, increases in postal rates and office expenses including equipment and supplies and an anticipated decreases in life memberships will all present challenges for the coming year's budget considerations. A review of recent membership data suggest that the pattern of increases experienced in the mid-1990's is not continuing in the new millennium, with new and renewal membership numbers remaining stable since 1998. This data deserves careful consideration as we plan for the future and next year's budget.

There continues to be very positive news regarding our investments. Our long term invested funds have benefitted from a fundamentally strong economy and on February 29 of this year reflected a balance of $152,000 as a result of our $60,000 investment made in the mid 1990's. These funds were set up by an earlier Executive Council intent on protecting the Society from unforeseen events that could require a buffer from financial exigencies in the future. Most organizations today desire at least the equivalent of one years operating budget for such purposes. We continue on our way to achieving that goal. In fact, this year's Executive Council reviewed various investment options and made the decision to invest additional funds.

In conclusion, I am happy to say that CSI is fiscally sound, conscientious in its expenditures, and watchful of both opportunities and threats to the society.

Update from Headquarters
(Continued from page 3)

over time we expect to have a repository of ideas, concepts, readings, and activities suitable for use by our chapters and members. As one who prepared and presented a paper for the colloquium in Washington, I found it one of the most personally rewarding projects in which I have participated.

I believe Dr. Herr expressed similar sentiments during his remarks. We invite you now to create a similar experience for yourself and others (csinet.org).

Association of College Honor Societies

The CSI business meeting this year made historic decisions regarding the Society's petition to join the Association of College Honor Societies (ACHS). ACHS celebrated its 75th anniversary in February. The original charter organizations included medicine (Alpha Omega Alpha), law (the Order of Coif), liberal arts (Phi Beta Kappa), all academic fields (Phi Kappa Phi), science (Sigma Xi), and engineering (Tau Beta Pi). The purpose of ACHS then as now is to consider matters of mutual interest, such as those arising from the confusion prevailing on university campuses at the time regarding the character, standards for membership, multiplicity, and undesirable duplication of honor societies and recommendations for dealing with these and other issues.

Delegates at the February meeting found themselves discussing these issues again as the Internet has spawned "virtual" honor societies where one member's 10 year old daughter gained membership into an "honor" society complete with frameable membership certificate - for a fee.

The actions taken at the meeting modified our By Laws to reflect practices already in place within CSI but for which ACHS requires codified in a constitution, bylaws, or policies. In addition, action was taken to affirm the Executive Council's action to petition ACHS for regular membership within the community of traditional honor societies. We expect action on our petition by ACHS at its next meeting in February, 2001. This may mean that some chapters that have university funding of student organizations may be eligible for some funds if they apply to their student activities administration.

Year End Status

We are blessed with another successful year for CSI. We completed the fiscal year with positive numbers in all categories. Life memberships as expected exceeded any year in the past at 143. Likewise, new chapters were strong with 15 started in this year (N=208). Memberships for 1999-00 included 2,928 new and 3,130 renewals. Our total initiated membership including life members now approaches 27,000 (N=25,498) with May and June initiation yet to be recorded. Our active membership as of this time is 8,222. We exceed our projected budget income ($214,200) principally because of the large number of members taking advantage of the life memberships ($36,750) before the announced increase January, 2000.

As a consequence, our unaudited income was $235,030 while our expenses were $204,294 including $31,391 in rebates to chapters. Unreported in this income is reimbursement by our honor cord and stole provider for over $6,000 in sales for which CSI had paid to build up stock for the graduation season.

A review of American Counseling Association (ACA) membership reports suggests that CSI is now the largest single membership entity aside from ACA. ACA, of course, is the composite of several such organizations. In short, CSI membership is strong and we are fiscally sound.
Book Review

Help for Counselors Working with Multiracial Families

Amy Torgerson
Kappa Zeta Chapter

Counseling Multiracial Families

Bea Wehrly, Kelly Kenney, and Mark Kenney joined great company when writing the 12th volume in the Multicultural Aspects of Counseling Series. They have produced a wonderful reference for counselors to learn more about the growing multiracial population in the United States.

The book first gives a historical overview of multiracial individuals, interracial couples and families. This allows the reader to get a better understanding of the issues that these individuals face and looks at many of the misconceptions that are held by some in our society. They go on to explore the implications for counselors that may result due to the myths.

The book describes in detail the current conditions and challenges facing couples who are in an interracial marriage. One of the most complicated issues facing these couples is child rearing and parenting. The major concern is how the children will be viewed and accepted in society. The experiences told by the authors allow the readers to hear personal accounts of the obstacles that multiracial families face.

Since children of interracial couples face extra concerns, great detail is spent on looking at multiracial individuals. The authors discuss the struggles that they may experience in each developmental phase. Counselors will find the description and discussion on racial and ethnic reference group identity models for multiracial individuals to be extremely helpful when assisting a biracial client.

Wehrly, Kenney, and Kenney include a wide variety of treatment and intervention strategies for counseling a diverse population of multiracial families including interracial gay and lesbian couples and families that have become multiracial through foster home placement and adoption.

Finally, once the reader has a better understanding of the different aspects of the multiracial family, the authors provide several case studies that give a wide variety of the possible clients and presenting problems that counselors may see. They go on to discuss effective interventions that will help the reader process various situations in a safe environment.