Chi Sigma Iota is sponsoring the Personal Excellence Grants. The grants are intended to support activities in chapters that promote and recognize excellence in the areas of leadership, professional identity, advocacy, and scholarship. A total of five $100 grants will be awarded. Grant funds may support projects such as workshops and professional development activities, advocacy, leadership training, recognition of excellence, or promotion of scholarship. Chapters are challenged to identify projects or activities that help CSI members to enhance their professional identity and their own sense of commitment to the counseling profession and personal excellence.

The submission date for proposals is October 31, 2003. All proposals must be received by that date. Proposals can be for projects completed after September 1, 2003 or for projects to be completed by February 29th, 2004. Recipients of the grants will be notified by November 21st. Recipients will be reimbursed for projects already completed; in instances where the projects have not been completed, recipients can request part of the grant funds (50%) to be released to allow the project to be initiated. Applications for the grants are available on the Chi Sigma Iota web page (www.csi-net.org).

All chapters are encouraged to participate in this grant project. Chapters with 40 or less members are especially encouraged to consider the grants as an opportunity to initiate professional excellence projects within their chapters. Members of the review committee will be considering proposals in light of the purpose of the grants, use of funds, and potential benefits. All members’ chapters of this review committee will not be eligible for the grants.

Chapters receiving the grants will be recognized during Chi Sigma Iota activities at the American Counseling Association Conference in Kansas City, March 2004. Thus chapters receiving grants should have a representative at the American Counseling Association conference in March, 2004.

Welcome New Chapters
Welcome to the following new Chi Sigma Iota Chapter, Tau Delta at Troy State University.
Professional Service-Personal Excellence

Jamie Carney
CSI President

On the front page of this issue of the Exemplar, there is information on the Personal Excellence grants. The purpose of the grants is to encourage and promote professional development and advocacy projects that enhance and foster personal excellence among Chi Sigma Iota members. The projects are also an opportunity for chapters and chapter faculty advisors to foster an understanding of one's professional, and often personal, identity as a counselor. This is a critical process that lays down the foundation for all that we do as counselors, advocates and educators. It is also the foundation that establishes our identity and value to the community as a whole.

What Distinguishes Us?

We are often confronted and challenged to clarify what makes us unique as a profession. What distinguishes us from other related professions? At one time in my role as a student I may have found this a difficult challenge. Through the process of mentoring and professional involvement, I was continually in contact with counselor educators, supervisors, and counseling professionals who provided me with clear and distinct philosophies, ethics, and educational and professional guidelines for training. In part these experiences provided the context and structure for understanding what made this profession. However, what was more powerful for me was the commitment, enthusiasm, and strength of belief that these individuals brought to their professional roles. This may be the most important lesson of leadership and promoting a strong professional identity. We are most powerful as mentors, educators, and more importantly as models of what we believe.

In the fall I will once again be teaching a counselor education doctoral orientation course. During this time I hope to challenge my students to consider their professional identity, as both counselors and counselors educators. To assist me in this process is a wonderful new book Leaders and Legacies (West, Osborn, & Bubenzer, 2003). What this book accomplishes is providing not only a history of our profession but a "voice." There are the experiences and challenges of many of the professionals who have shaped, guided and developed the professional identity of counseling. It provides students and other professionals an opportunity to consider their professional identity and the rich heritage that underlies it personally and professionally.

Fostering Professionalism

As chapters consider projects for the personal excellence grants, I hope you will consider the many ways that CSI and individual chapters continue to promote and foster personal excellence. This process is directly linked to the ways we increase and foster our professional identities as counselors. The processes are not separate, and they are directly linked to our commitment to promote leadership, advocacy, and recognition of excellence. What makes us unique as a profession is not only reflected in professional guidelines, training and curriculum; it is also reflected in the professionals who have committed their time and energy. CSI clearly reflects these
As of April 30, 2003, Chi Sigma Iota is an organization of 36,817 members, with an annual dues-paying membership of almost 10,000, a yearly initiation of over 3500 members, and a Life Membership of 696 people. Our membership goals of 3500 for the fiscal year ending 30 April 2003 were exceeded (N = 3,783 new and N = 3,612 renewals) with the usual rapid influx of new memberships during the spring. The new memberships for the year exceeded last year’s initiates by almost six hundred, and renewals were up this year as well.

Our chapters have grown in number to 244; however, all are not active in their service to members. In fact by CSI criteria only fifty-seven percent of our chapters are officially “active.” Our criteria for active chapters includes holding at least an annual initiation, one representative attending at least one annual business meeting of CSI each three years, and sending in an annual report and plan at least once every two years. Nevertheless, we paid out just under $40,000 in rebates to chapters this year. In 1993, rebates paid to chapters were $11,900. So in ten years, rebates to chapters have more than tripled while the average amount per chapter also increased in this time from $172 to $288.

What’s New!

We are in the process of developing an entirely new website for CSI and we are excited by what we see for the future. We have a contract with Affiniscape.com to use their server, software, training, and staff to create a new look, new services, and new capabilities for the Society. We will be able, for example, to have a site search engine to permit a search of our entire site without scrolling and clicking through each level of pages in between. We will no longer have frames as a part of our site design thereby improving access by sight impaired persons. In short, more than just appearances, there will be a number of substantive improvements that make the site more useful to more users.

Affiniscape has targeted non-profit organizations like CSI to serve. As a consequence, developmental costs for their programs are spread across all organizations resulting in a unique opportunity for those of us who run on modest margins between income and expenses. We are working with Dr. Jane Myers, our Web Administrator, on training, creation, and transfer of content from our present website to our new one. When the new site is ready for use, you will be able to access it through our existing web address, csi-net.org.

More than just a website, we will be building a new and expanded database that will permit online application submissions to chapters and automated e-mails related to a variety of stages in membership including welcoming, renewal, and special interest such as CSI Day activities, announcements, and calendar events. We are employing a database consultant to help us transfer our present database into new software that will give us many new capabilities in conjunction with our new website. This will allow us to create new data fields that help us...
Advocacy Projects Poster Showcase Highlights

Bill Nemec
CSI Advocacy Co-chair

A highlight of this year’s CSI Day in Anaheim was the first CSI Advocacy Project Poster Showcase. Nine CSI chapters submitted their advocacy projects for display during the CSI reception at CSI Day in Anaheim. All in attendance agreed that viewing the projects and talking with the chapter leaders about their advocacy activities was a highlight of the reception.

The nine chapters that submitted their projects for display were:
- Beta Upsilon/Barry University
- Mu Tau Beta/UNC Charlotte
- Mu Epsilon Gamma/Marymount University
- Mu Leap/University of Central Florida
- Beta Upsilon/Barry University
- Mu Tau Beta/UNC Charlotte
- Mu Epsilon Gamma/Marymount University
- Mu Leap/University of Central Florida

Each of the nine participating chapters presented projects that were innovative, unique and creatively presented. The posters and information presented clearly reflected each chapter’s commitment. Each project focused on the criteria of depth, originality, visual display, and outcomes.

Beta Upsilon/Barry University

Beta Upsilon’s targeted insurance companies by educating key personnel regarding counselor identity. A group of four chapter members developed a brochure, created a database of insurance companies specializing in behavioral health, identified a contact person in each company and developed a postcard with research questions. A cover letter was written and mailed with the brochure and research questions to the identified mental health counselors. Contact person for further information about this project: Matthew Gillig (sgillig@mail.barry.edu)

Rho Theta/George Washington University

Rho Theta’s poster displayed three programs which fell under three of CSI’s Advocacy Themes. Due to space limitations only two programs are described here. Under the theme of “Marketplace Recognition” the chapter, in conjunction with the GWU Career Center, hosted a “Career Night” for students considering a career in counseling. The career night which consisted of six panelists representing various counseling specialties, promoted professional advocacy and provided potential counseling students with a variety of professional perspectives and insights. The theme of “Prevention/Wellness” was the focus of an event that Rho Theta, co-sponsored with the D.C. Mental Health Counselors Association, titled “Coping with Terror and Violence in a Changing America: Psychological and Spiritual Perspectives.” This interactive workshop promoted awareness, prevention and wellness among professional counselors, counselor trainees and counselor educators by discussing recent acts of terror and their effects on the mental health of America. Contact person for further information about these projects: Melissa Spriggs (mspriggs@gwu.edu).

Upsilon Nu Chi/UNC Greensboro

UNC Greensboro’s poster session focused on “Advocating for Wellness: Helping the Helpers.” Upsilon Nu Chi believes advocacy for personal wellness is important to the healthy growth of counselors and those they serve. Several wellness initiatives were presented including a holistic wellness model called the “Wheel of Wellness.” Also presented were research results examining graduate students’ levels of holistic wellness. An outline of practical recommendations for improving the wellness of counseling students and counselor educators was provided. The presenters also suggested activities for chapter leaders that would promote wellness among their CSI membership. Contact person for further information about this project: Matthew Shurts (shurts@ mindspring.com).

Update from Headquarters
(continued from page 3)

know our members and their interests better. In short, we will be taking another quantum leap forward through improved technology.

Change in Fees

The CSI Executive Council discussed at length in its recent meeting the need for a change in the new chapter support services and chapter start up materials. The decision was made to ask the Chapter Development Committee to prepare a new chapter kit including the chapter charter, a CD with needed information for new chapter leaders, a CSI banner and any other resources the committee develops for this purpose.

Since its inception, chapters have paid a $25 fee for a chapter charter and establishment of services. As of January 1, 2004, new chapters will pay $100 to help defray the cost of the new chapter kit developed by the Chapter Development Committee including the banner which is itself a $50 item. Chapters approved before that time will still pay the $25 fee but will be required to pay separately for the banner and CD should they desire them.
Apply to be a CSI Fellow or Intern

Geoffrey G. Yager, CSI Past-President

Each year CSI selects up to 10 fellows from among whom two become CSI interns for the next year. CSI sees both of these positions as an opportunity to provide training and professional development to future leaders of the counseling profession. I want to encourage chapters to submit nominations of their strongest and most effective members.

Fellows

The Fellows program is directed to CSI members who are graduate students or who are early in their professional careers. Fellows serve CSI through participation in Leadership Training during CSI Day at the annual ACA Conference (2004 – Kansas City, MO) and through involvement in various CSI committees and other projects sponsored by the society.

Interns

Those who are nominated for a position as a CSI Fellow may also apply for one of the two CSI internship positions. These interns participate directly in the governance of CSI through attendance at the Executive Council meetings (one at ACA and the second during the summer). They also are required to work on a specific project under the mentoring of the CSI officers and committee chairs.

Support

A $400 grant from CSI is provided for each selected Fellow and Intern. The recipient’s local chapter must guarantee a $100 matching grant with the application process. The $500 award provides partial funding for attending the ACA conference and for participating in CSI activities at the conference. Interns are also reimbursed for the expenses incurred in attending the summer Executive Council meeting, and they receive an additional $500 upon successful completion of the service they have agreed to carry out as part of their internship year.

Application

Applicants for both the Fellow and Intern positions must be current members of CSI and active in their local chapters. The local chapter must forward the official nomination form and supporting documentation for all applicants. Further information and the application for both award programs are available on the CSI web page (http://www.csi-net.org/htmls/felterns.htm).

All applications must be postmarked by December 1, 2003. The award winners will be notified by mid-January, 2004. Mail applications to Dr. Geoffrey G. Yager, Division of Human Services, P.O. Box 21002, University of Cincinnati, Cincinnati, OH 45221-0002.

CSI Awards: Call for Nominations

June Williams, Awards Co-Chairperson

Recognizing and promoting excellence in counseling is the mission of Chi Sigma Iota International. Not only is this the mission of CSI in general, but it is also the mission of each individual member and chapter. That means YOU! We all often come into contact with individuals and chapters who embody the values that CSI represents, but how often do we acknowledge them for their contribution to our profession? You have a wonderful opportunity to do so by participating in the CSI Awards program.

Opportunity for Small Chapters

Last year, we instituted a new category for the chapter awards, dividing the chapters into small and large chapters in an effort to equalize the process. Unfortunately, we received no submissions in the small chapter categories. This year we have increased the number of members necessary to qualify as a small chapter to 40 in hopes that small chapters will submit nominations. We know that many small chapters are doing outstanding work. We want to hear about it!

All Chapters Encouraged

All chapters are encouraged to nominate outstanding persons, chapters, and events so that we as a Society can celebrate and recognize the excellent work of Chi Sigma Iota. The various awards categories are as follows: Outstanding Chapter Awards: Outstanding Newsletter, Outstanding Individual Program, and Outstanding Chapter; Outstanding Member Awards: Outstanding Entry Level Student, Outstanding Doctoral Student, and Outstanding Service to Chapter; Outstanding Research Award; Outstanding Practitioner Supervisor Award; Outstanding Practitioner Award; Thomas J. Sweeney Professional Leadership Award. I hope that each of you will consider nominating an individual or a chapter for one or more of these awards. Guidelines for nominations as well as the criteria for specific awards can be downloaded from the CSI web site (www.csi-net.org).

Start planning your nominations now! Awards packet nominations for the year 2004 must be postmarked no later than December 1, 2003, to the CSI Awards Co-Chair, June Williams. Mark your calendars for the ACA World Conference that will be held in Kansas City, MO, March 31 - April 4, 2004. Check the CSI website for the date of CSI Day and the time of the Awards Ceremony and Reception.

If you have any questions or need further information, please contact June Williams, SLU 10863, Hammond, LA 70402 (985-549-5693), e-mail <jwilliams@selu.edu>.
An Internship Partnership Model: A Major Teaching Hospital and a CACREP Accredited University Counseling Program

Karen A Broer, Beta Chi Chapter

What follows is a description of an internship model that exemplifies what can be done when institutions work in creative collaboration to provide interns with learning experiences that promote counselor competence. Counselor educators can adapt the model to accommodate their unique internship sites. This internship is a collaborative venture between the Cleveland Clinic Foundation's Department of Psychiatry and Psychology and John Carroll University's master's program in Community Counseling. Utilizing theories and techniques from academic courses, interns work in a supervised teaching environment where they develop personal and professional skills in relating to patients and hospital personnel. Interns also attend class on campus to discuss the internship experience with academic supervisors and interns from other programs.

Innovative and Unique Program

Working in a nationally ranked hospital, interns observe, interact, and actively participate in a dynamic environment for medical and mental health care. It is a microcosm of an international setting, interns are exposed to diversity and multicultural awareness while working with other students, hospital personnel, and patients. Multidisciplinary collaboration underscores treatment, exhibiting a team approach to medicine and patient care. Interns work with psychiatrists, residents, psychologists, counselors, social workers, and a myriad of medical specialists. The foundation for the internship model is a competency-based curriculum with specific academic and clinical components that emphasize education, experience, and supervision in several clinical rotations. With the academic and clinical training, interns can begin to develop a professional identity.

The internship complies with hospital policies and procedures for new program development, including a detailed curriculum outline, formal contracts, and budget analysis. The education council reviews the program two years after start up and subsequently every five years. The internship meets CACREP standards and state guidelines for counselor training. Didactic instructors and clinical supervisors are licensed or certified, and all have adjunct faculty status at the university.

Varied Exposure

Education and experience in several clinical rotations give interns a wide exposure to hospital-based training. Interns can spend time in Health Psychology, Consultation-Liaison Psychiatry, Alcohol and Drug Recovery, and Adult Inpatient and Outpatient Psychiatry. Choice of an elective rotation often depends on time and interest. To develop and reinforce general counseling skills, interns spend a major portion of their time with the adult outpatient population. Didactic instructors and adjunct supervisors staff each rotation.

Competency-Based Education

The competency-based education model focuses on basic knowledge and skills ideally mastered during training. Competency education also includes developing attitudes and values to support those skills. Competence is a transition and not an endpoint, and the training program helps move interns forward assuming responsibility for professional growth beyond the internship. Competencies are written in the form of behavioral objectives. The curriculum base is made up of core competencies in general counseling areas: interviewing, evaluation and diagnosis, treatment, case management, administration, professional development, and legal and ethical issues. Each clinical rotation has specific competencies in addition to the underlying core competencies.

Didactics and clinical experiences are key components of the internship. Interns have access to a wealth of academic training found in a medical setting: psychiatry, residency didactics, psychotherapy modules, journal club, case consultation, weekly lectures by professional staff or guests at grand rounds, and an array of information and library resources. Formal education is integrated with practice-based learning. Working in a multidisciplinary care system and interacting with a team of mental health and medical specialists, interns have an opportunity for on-the-job education and experience.

Supervision and Evaluation

Supervision is an integral part of training. Interns complete a weekly internship log on relevant topics, including patient care, learning objectives, problem areas, administrative issues, and self-assessment. Supervisory feedback attempts to be specific and goal-oriented. In addition to the primary supervisor, interns have the opportunity to meet with specialists on the clinical rotations to discuss patient care issues.

Internship can be a dynamic, challenging, and rewarding time. It marks the culmination of academic training, and it is often an intern’s first experience in real clinical practice. Providing a substantive internship with relevant education and sound clinical experience under the direction of an experienced supervisor is a noteworthy goal shared by counselor educators. To make this goal a reality takes commitment, care, creativity, and collaboration.

Evaluation is a continuous process that targets ability level and guides interns to taking steps toward improving their performance. Making evaluation a collaborative process allows interns to participate fully and models a patient relationship. Interns have a

(continued on page 7)
Counselor Advocacy Tip

Scott Gillig, Advocacy Chairperson

The “Counselor Advocacy Tips” column is written to encourage members to share practical examples of counselor advocacy. The question, “What have you done to advocate for the counseling profession?” guides this column. A number of chapters provided quality submissions in response to that question. These will form the content of the next several editions of this column. Please submit your “Counselor Advocacy Tips” (100 words or less) by November 15, 2003 to Scott Gillig by e-mail sgillig@mail.barry.edu or mail to Scott Gillig, Barry University, 11300 NE Second Ave., Miami Shores, FL 33161-6695.

Nine Chapters presented at the CSI Advocacy Poster Session in March, 2003 at Anaheim, CA. Advocacy tips from two of these chapters were included in the last issue of the Exemplar and tips from three more chapters will be given in this issue. The Tau Eta Kappa Chapter presented on lobbying for Medicare coverage for professional counselors, the Beta Upsilon Chapter on advocacy for mental health counselors, and the Mu Tau Beta Chapter on innovative programs that increase professional and personal development.

Rebecca Farrell submitted tips for Tau Eta Kappa. Farrell recommends that CSI members join the ACA government relations listserv for updates on advocacy issues by contacting Christie Lum at clum@counseling.org (must be ACA members to join).

Sherron Newbery and Jim Hausler, along with fellow Beta Upsilon Chapter members, Claudia Glaser and Maria Serra, began their advocacy project as an assignment for a class in legal and ethical issues in counseling. They obtained chapter support including a small grant and raised money for the grant by holding a bake sale. They have added new project members each semester and have weekly meetings.

Beta Upsilon’s project has been on-going for more than a year and has short, mid, and long-term goals. The group conducted telephonic surveys and internet research to develop a mailing list of insurance companies. The mission has been to educate key personnel within those companies regarding mental health counselors’ identity (as exemplified by mental health counselors trained in CACREP accredited programs) as well as to collect information on the practices of insurance companies in their use of mental health counselors as providers. Preliminary data suggest mental health counselors have a long way to go in convincing insurance companies to utilize their services.

Steve Snow submitted Mu Tau’s advocacy tips written primarily by Barbara Hess. She defines advocacy in terms of promoting professional growth and development. Hess recommends taking an aggressive approach to partnering with regional mental health providers to produce free, convenient, high-impact workshops. By co-sponsoring videotaped and live satellite programs on near death experiences with several agencies, the chapter is advocating by involvement in mutual relationships with other organizations. They also hosted two free seminars and awarded CEUs to participants.

An Internship Partnership Model:
(continued from page 6)

portfolio of clinical experiences that a supervisor can use for evaluation, including hospital notes, case presentations, and direct patient care observation. At mid-semester and termination, interns and supervisor jointly discuss and complete a written evaluation. In addition, both assess performance using a Likert-type scale that measures behavioral objectives in the core competencies and the clinical rotation competencies. Competency evaluation not only provides relevant information on performance assessment but also indicates markers for overall program effectiveness.

Typical Week

A typical week in the life of the interns begins in the morning on the consultation-liaison psychiatry team, reviewing a list of hospital patients who require psychiatric assessment. Interns may perform a preliminary initial interview with a resident or provide supportive psychotherapy to patients. After hospital rounds, the interns attend psychiatry residency didactics, grand rounds, or other educational programs. They spend two or more days in outpatient adult assessment and psychotherapy. A rotation on the alcohol and drug unit involves performing intakes, facilitating psycho-educational groups, working with adolescent groups, and participating in treatment team meetings. Time spent on the inpatient psychiatric unit includes group participation and multidisciplinary team meetings. On average, interns spend 25-40 hours weekly on clinical rotations, didactics, supervision, administrative tasks, and professional activities.

All Benefit

The internship provides innumerable benefits to the interns, hospital, and university. The program encourages collaboration among the disciplines of counseling, psychiatry, psychology, and social work in an environment that promotes patient care as the prime directive. Interns work in a diverse, multicultural institution gaining experience with varied patient populations. In a supportive environment, interns have opportunities for intellectual stimulation, challenging clinical experience, and professional and personal development.

The success of the internship program has encouraged ongoing efforts to explore other avenues for innovative programming between the university and the hospital, including a liaison with the university counseling center, joint campus activities, consultation services, and collaborative teaching.

Improvement and change are necessary for the vitality of any new program. Initial efforts focused on getting the program off the ground and working through the challenges of the first year. In the coming year the emphasis will be on program development, performance assessment, supervision, research, and funding

(continued on page 15)
Chi Sigma Iota is thankful for the willingness of our slate of candidates to run for Chi Sigma Iota president-elect and secretary for 2004-2005. CSI has had a great history of outstanding leaders over its history, and this group of candidates certainly continues the tradition.

For the 2004-2005 slate, president-elect nominees are Richard Hazler and June Williams. The candidates for secretary are Fred Bemak and Kathy Evans.

Read the biographical information and goal statements for each candidate before making your decision. Please note that the BALLOT IS INSERTED IN THIS COPY OF THE EXEMPLAR OR YOU MAY VOTE ONLINE. To vote online, go to the CSI Home page (csi-net.org) and click on the election button or go directly to this page by entering http://csi-net.org/asp/onlivote.asp and follow the instructions provided. Note: Your member number is part of the mail-

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Richard Hazler

Associate Professor
Penn State University
University Park, PA

Academic and Professional Experience
Richard Hazler is on the Counselor Education faculty at Penn State University with previous positions at Ohio University and Murray State University.

Additional experience includes school counseling, community counseling, and elementary teaching. His research, books, and articles have focused on the emotions, concerns and professional development of counselors, counseling students, and youth violence issues. CSI involvement includes being the founding Advisor of Mu Sigma Chi Chapter at Murray State University, 14 years as Advisor of Alpha Chapter at Ohio University, and co-initiator of Exemplar’s “Student Insights” column.

Richard’s national leadership positions include being President of the Association for Humanistic Education and Development; JHEAD journal editor; Chairing ACA Graduate Student, Strategic Planning, and Professional Development Committees, and ASCA Publications; and creating Counseling Today’s Student Focus column. He has been President of Kentucky and Ohio Counseling Associations, ACES President in the same states, newsletter editor, and chaired numerous committees.

Goals Statement

We are approaching two decades now since CSI was started with the idea of promoting excellence in scholarship, professionalism, and leadership in the counseling profession. It would create entities where people wanting more from their training, profession, and from themselves could find like-minded professionals to share the excitement, camaraderie, challenges, joys, and work of creating those steps forward. Since that beginning, many thousands have benefited from these efforts and I am certainly one of them. It was about the time of CSI’s beginnings when I too was

(continued on page 12)

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June Williams

Assistant Professor
Southeastern Louisiana University
Hammond, Louisiana

Academic and Professional Experience
June is an assistant professor at Southeastern Louisiana University and has previously held both clinical and administrative positions in higher education. She coordinates the Student Affairs Track and is the faculty advisor for Sigma Lambda Upsilon Chapter. She is a Licensed Professional Counselor, Licensed Marriage and Family Therapist, and is a member of the Louisiana LPC Board.

June has been actively involved in CSI since joining in 1988, serving as president of Alpha Eta Chapter (1991-1992), as Louisiana State Co-coordinator of CSI chapters (1993-1995), as Associate Editor of the Exemplar since 1997, and as Awards Committee Chair since 2001. She also received a CSI Fellowship as a Master’s student (1991) and a doctoral student (1994).

June’s leadership experience includes serving as President of the Louisiana Counseling Association and the Louisiana College Counseling Association, serving on several editorial boards, and chairing various committees in professional organizations.

Goals Statement

As a life member of Chi Sigma Iota, I am honored to be nominated for President-elect. CSI has played a central role in my professional development, and I am energized by the commitment to excellence modeled for us by our present and past leaders and by our chapters at the grassroots level. As I reflected on what my goals would be as president, I was thankful for the structure and network of CSI that has been established over the years. CSI is a very dynamic organization, one that has changed and adapted as necessary. A well-established organizational system and a strong committee structure enable CSI to

(continued on page 12)
Dates for 2004-2005

Casting a ballot takes only a few seconds. You may vote only once—either by mail or via the internet. Once a vote is recorded on the internet ballot, no changes may be made after the “submit” button is clicked upon to record the vote. (Only current dues-paying members are eligible to vote in the election. In the event your membership has lapsed, you can still be eligible to vote online by sending in your renewal before the December 1, 2003 deadline.) Candidate information is also available online.

Exercise your professional responsibility by marking your ballot and submitting it so that it is postmarked by December 1, 2003. Your vote counts, and we need to hear from all CSI members.

Thanks again to each of these nominees for their willingness to be leaders in CSI.

Fred Bemak
Professor
George Mason University
Fairfax, Virginia

Academic and Professional Experience
Fred Bemak is a Professor and Program Coordinator of the Counseling and Development Program at George Mason University. Fred has also held appointments at Ohio State University as Professor and Section Head and Johns Hopkins University as Associate Professor and Department Chair. He has been highly active in ACA, as former Chair and current member of the International Committee and former Chair of the Media Committee. He is also current Chair of the ACES Strategic Planning Committee, the ASGW liaison with ACES, and a National Advisory Board Member for the NIH Office of Minority Affairs Family and Community Violence Prevention Programs. Fred’s research and numerous publications have focused on at-risk youth and families, social justice, immigrant/refugee acculturation and multicultural counseling. He has presented and consulted throughout the U.S. and in 30 countries, was a Fulbright Scholar, Kellogg International Fellow, and World Rehabilitation Fund International Fellow, and won a teacher of the year award at OSU.

Goals Statement
Since 1985 Chi Sigma Iota has been at the heartbeat of counseling, promoting excellence for students, practitioners, and educators. My interest in being Secretary of CSI is short, clear, and to the point. I would be honored to further contribute to this important organization beyond my role as a current CSI faculty advisor and help shape and promote the outstanding work done by CSI. Participating on the leadership team of CSI that encourages excellence in students, practitioners, and educators, and promoting leadership, advocacy, and research to support the development and training of future scholars, researchers, practitioners, and faculty would be a privilege. I appreciate and thank you for your consideration of me as a candidate.

Kathy M. Evans
Associate Professor
University of South Carolina
Columbia, South Carolina

Academic and Professional Experience
Kathy Evans is an Associate Professor of Counselor Education at the University of South Carolina. She received her doctorate from the Pennsylvania State University and Masters degrees from Teachers College, Columbia University. She has been faculty advisor of Upsilon Sigma Chi for 7 years. As advisor of an active chapter, she finds it helpful to train incoming officers and to mentor students applying for CSI Internships and Fellowships. Since she became the advisor, the chapter has been approved for University funding, increased its advocacy and community involvement, and expanded its awards and recognitions. In addition to her work with CSI, Kathy is also a member of ACA’s Women’s Interest Network, ACES’s Ethics Committee, and she just completed a term as Chair of the Diversity Committee of NCDA. She is also active in SACES where she has just completed her second term as secretary and co-chair of the Women’s Interest Network.

Goals Statement
It is a great honor to be considered for secretary of Chi Sigma Iota which embodies excellence in the counseling profession. I have been secretary of several organizations so I am acutely aware of the importance of timely communication and accurate record keeping. I am certainly up to the task. Though it is a more daunting task, I am excited about the opportunity to serve on the Executive Council and to contribute to policy-making decisions of the organization. As part of this body, my goal would be to devote my skill and time to the work already being done in CSI. I am especially interested in: a) promoting and expanding the ethnic diversity that is so evident in our membership; b) mentoring new leaders through training more professional members; c) supporting CSI advocacy programs especially at the chapter level; and d) modeling excellence as a CSI officer and professional.
This column begins our new theme editions of “Chapter Happenings.” We received an overwhelming response regarding initiations, and I have organized the information according to sub-headings. I hope you find the information useful in planning your next initiation.

Invitations and Special Guests

Methods of invitation to the ceremony include postcards (Rho Theta), formal invitations (Beta Phi), e-mail and Evite (Pi Sigma Upsilon), Gamma Alpha Upsilon also publicizes the event with flyers and plans to use campus radio broadcasts in the future.

Most chapters emphasize the importance of inviting family members, all active members, faculty members, university representatives, and community members. Alpha Mu invites the university president and Delta Sigma Upsilon invites the dean to welcome the initiates and their families.

Time, Location, and Food

The logistics are as varied as the chapters themselves. Alpha Chi Alpha’s initiation ceremony is on a Sunday afternoon, allowing more family members to attend, while Delta Sigma Upsilon’s fall initiation is just before night classes in the Commons Area with light refreshments. Rho Theta combines the initiation with another event (e.g., holiday party or awards celebration), and Nu Gamma Psi coordinates activities with the Counseling Student Association and combines the initiation with their graduation party. They hold an informal reception in the fall and a formal dinner in the spring.

Chapters use various locations for the ceremonies. Epsilon Gamma Pi holds their ceremony at the Danforth Chapel on campus, and Gamma Alpha Upsilon’s setting is Woodruff Library in the Exhibition Hall. Kappa Sigma Upsilon uses the banquet room at a local hotel, and Pi Sigma Upsilon uses their faculty advisor’s home with its view of Mt. Hood.

Food is always an important component, and the styles include formal dinners (Phi Omicron Pi), appetizers (Beta Chi), a moderately formal wine and cheese reception (Beta Phi), a Spring Hamburger Cookout (Delta Sigma Upsilon), and potluck dinners (Pi Sigma Upsilon).

Program

Most chapters invite a keynote speaker. One possibility is to invite a nationally known speaker. Rho Theta requested a CSI National Speaker, Dr. Courtland Lee, and Kappa Sigma Upsilon invited Dr. Howard Smith of ACA. Other chapters invite chapter members or faculty members to speak. For instance, Beta Chi invites someone affiliated with their chapter. Beta Phi uses a wide variety of speakers including local presenters, graduates, and CSI speakers. Chi Sigma invited junior-high students in their school’s leadership program. As an extra incentive, chapters such as Alpha Mu award CEUs for the presentation.

Many chapters incorporate their awards ceremony and new officer induction into the initiation ceremony. Some chapters have established special awards or scholarships. For example, Alpha Mu awards the Sandra Lopez Baez Scholarship, honoring their past chapter advisor. Another idea used by Chi Sigma is to have a different theme each year (e.g., Mardi Gras, Leadership) using decorations to reflect the theme.

Special Touches

Raffles, door prizes, and auctions are always a hit. Rho Theta conducts a raffle, Kappa Sigma Upsilon held their first annual silent auction with donated prizes, and Gamma Alpha Upsilon plans to incorporate door prizes or raffle tickets into future ceremonies.

Personalizing the ceremony is important and can be done in a variety of ways. The faculty advisor for Epsilon Gamma Pi reads a small note from individuals who could not attend, and Phi Omicron Chi has the initiates stand as a group to recite their oaths of membership. Several chapters recommend taking pictures that can be given to the initiates.

Beta Phi emphasizes the importance of making members responsible for various aspects of the ceremony. For instance, one member is a greeter who introduces people with similarities.

In their invitations, Alpha Rho invites members to bring a guest who has been supportive and significant in their pursuit of being a counselor. During the initiation, special comments submitted by faculty members about the student are read, and the special guest is introduced and pins the new initiate. A picture is taken of the two and later sent to the new member with a letter of congratulations.

Gamma Alpha Upsilon places several arrangements around the room with decorative crystal vases filled with water and floating candles, draped with sheer blue fabric and ivy leaves. Two officers begin a candle-lighting ceremony by having the inductees stand and light the member’s candle to the right until all inductees’ candles are lit.

Special thanks to those who submitted information for this article: Alpha Chi Alpha, Cincinnati Bible Seminary – David Brown, President, and Dr. Joy Stock, Faculty Advisor; Alpha Rho, Texas Woman’s University–Cathy Woodyard, Faculty Advisor; Alpha Mu, Walsh University – Jan Walker, Initiation Chair, and Joan Gillespie, Professional Development Chair; Beta Chi, John Carroll University – Alii Metz, President; Beta Phi, Bradley University – Denise L. Collings, President; Chi Sigma, Colorado State University – Angie Narus, Secretary/Treasurer; Delta Sigma Upsilon, Delta State University – Susan Adams, Faculty Advisor; Epsilon Gamma Pi, University of South Dakota – Andrea Wieman, Secretary; Gamma Alpha Upsilon, Clark Atlanta University – Sherry Crawford, President; Kappa Sigma Upsilon, Kent State University – Kim Desmond, President; Nu Gamma Psi, Queens College – Lynn Calhoun Howell, Faculty Advisor; Phi Omicron Chi, Indiana State University – Julia Champe, President; Pi Sigma Upsilon, Portland State University – Mark Stauffer, Co-President; Rho Theta Chapter, The George Washington University – Melissa Spriggs, President.
Student Insights

Recognizing Your Cultural Background

How have you changed as you come to more clearly recognize your own cultural background and how it differs from that of others?

All People Are My People

By Martha Canji
Chi Sigma Chapter

I was born in a thriving small town in Arkansas in 1966 but eventually moved to a bigger city. While visiting cousins in that small town, however, I vividly remember the traditions of playing cards, reading books, cracking pecans, and catching fireflies. I recollect the church where the elders would gather and beam over a child singing. I remember picking and canning with my grandmother because it always seemed so exciting. It was good, the fresh hot air, and rich colors - velvety greens, and intense yellows. I recall the thrill of seeing a praying mantis on a leaf - nearly invisible in color, almost hidden in form, and beady eyes. It was a wondrous creature because this was something I didn’t see in the city.

While visiting my small hometown in the 1970’s, however, I saw something else that I had not experienced in the city. I was walking across a parking lot with my grandmother when we came across a black man. In my childhood zest, I started to say “Hi!” My grandmother abruptly stopped me. I remember feeling sad and confused. The message was clear. People with different shades of skin did not mix. She didn’t know that the first boy I loved was a darker skinned, sweet boy that spoke Spanish.

Three decades later, a black man hung one of my beloved cousins because he had interrupted a robbery. All I felt was shock and grief. I could not help but wonder that if the racial disparity in my small hometown had not been so great, that maybe, my cousin would still be here today. If African Americans in the Delta had been isolated less and offered acceptance, affiliation, and affection by the Whites would it have made a difference in the choices this man made?

It has been my charge to synthesize these divergent realities, to consolidate my identity and culture through time. This was one vignette from a recent multicultural assignment that I brought home which focused on the realities and consequences of living in an oppressive culture. During this class, I re-contextualized these experiences, as I struggled to understand the unequal circumstances that drove such an act. We all suffer because of oppression but in working to make sense of these issues, I have discovered that all people are my people.

Out of the Shame

Sherry Briggs,
Epsilon Tau Chapter

I grew up in a middle-class, Caucasian family in Dallas, Texas. My parents were influenced by generations of prejudice and bigotry and, consequently, I was influenced by the same attitudes. I rarely felt this prejudice toward myself, until my coming out at the age of 16. At that time I had begun to come to the realization that, to me, girls were more important than boys. I was a lesbian. Acknowledging my sex and sexual orientation was liberating, exciting, and absolute. I quickly and clearly received the message that I was one of those minorities that my parents, and most of society, viewed as unacceptable. I spent the next 25 years in deep confusion about how to show up in the world without revealing a big part of myself. As you can guess, I spent years in depression and therapy.

My solution was to immerse myself in a gay culture where I could be myself without shame. I ventured out into the “straight” world only to work. This caused a big split within me and as a result, my self-esteem and confidence suffered. My release from this confusion and shame has come through the grass roots efforts of civil and gay rights organizations who work to help society accept this misunderstood and hated culture.

The greatest change however, took place when I became willing to share this hidden side of myself with others. I have regained some of my confidence and have even developed pride in my culture and myself. I’ve learned that cohesiveness, teamwork, and standing up for yourself can truly bring about positive change. Those feelings of shame and inferiority are waning. I trust my intuition and judgment today. I’m much happier with my life now. Besides, my dad likes my girlfriend!
Richard Hazler  
(continued from page 8)

seeking more from my profession and myself. I wanted access to fresh ideas and partners in the work of exploring and developing those ideas. Together with students, faculty and practitioners, we decided to form a CSI chapter as the vehicle for developing these new relationships and we loved every minute of it. My years as advisor for two chapters have helped create collegial professional relationships with students and practitioners that I might not have found otherwise. Time spent on these efforts has been worth every minute so that I am honored to be nominated for this position where I can repay some of my gratitude to CSI and the membership.

I believe that local CSI chapters are key to the unique strength, energy, and sense of community that are hallmarks of member experiences. This is where people are motivated, relationships are developed, and where the most personalized forms of training, scholarship, and service get done. National leadership has consistently targeted training, communication, and funding to support this approach to professional community building, resulting in better local programs that have a positive personal impact on more people. These strong local communities of widely diverse people have created a powerful advocacy network to advance the profession. My experiences with these relationships and community emphases of CSI and the benefits I have seen from them would shape my broad goals as president around maintaining and expanding local, national, and international community building opportunities for the benefit of individuals, chapters, those we serve, and the profession as a whole. These broad goals include:

- Emphasize current efforts and seek new ways to support local advisors and leaders in the development and maintenance of chapters.
- Support current and new efforts to promote diversity in CSI leadership, membership, and in the profession as a whole.
- Expand professional member involvement with students in order to facilitate career development opportunities and advocacy efforts.
- Support technology advancement efforts at seeking new ways to enhance and personalize communication between advisors, local and national leaders, and members in ways that will increase the sense of community at local, national, and international levels.
- Maintain current successful efforts and explore new opportunities to promote high quality and diverse leadership in the field by identifying, training, and mentoring potential new leaders in their development.
- Advance clinical practice, service, and scholarship efforts of members and chapters by developing new methods for encouraging creative efforts and highlighting the accomplishments of members and chapters.

June Williams  
(continued from page 8)

provide leadership in a number of areas. I am committed to ensuring continued excellence in all areas; however, I have identified a few goals that I would like to accomplish: increased networking among chapters. Over the years, I have observed chapters experiencing inconsistent levels of activity – being very active for years, then quietly becoming much less active, then being resurrected. This has been a perpetual problem for CSI, and I don’t propose to have all of the answers; however, CSI has developed structures and tools to address this problem, and I would work closely with the Chapter Development Committee to support their work and to encourage more networking among chapters. In addition, the list-servs that CSI has developed for faculty advisors and chapter officers are a wonderful resource, but they are very under-utilized. I would like to help chapters maximize the resources that are available to them.

Increased retention of members. Another challenge that CSI has always experienced is the retention of members. Typically, members join as students, but once they graduate they often let their membership lapse. One characteristic that I have observed in chapters who are the most active and vital is a balance in the membership between student and professional members. I would like to work with the Membership Committee, Faculty Advisors, and Chapter Development Committee to aggressively address this problem. One key is facilitating the sharing of information among chapters regarding how the various chapters have addressed this challenge. I would like to help dispute the misconception among some members that CSI is a only a student organization.

Providing additional opportunities for leadership development. CSI has always provided excellent opportunities for leadership development, and I would be committed to ensuring that we continue to make leadership development opportunities available for the membership. The internal fellows program is an important aspect of leadership development, and I would be committed to the continued development of this program and would also like to provide expanded leadership development programming for members.

Whether I am elected or not, I will continue to be firmly committed to the mission of CSI to recognize and promote excellence in counseling, and I will be actively involved in helping to fulfill that mission.

Update from Headquarters  
(continued from page 3)

goals but also a continued desire to provide the opportunities for beginning professionals and counselors-in-training to become the future leaders of the counseling profession. Jane Cox speaks of this well in Leaders and Legacies when she advocates for students and counselor educators to continually look for opportunities to become leaders and involved in all areas of counseling from curriculum to professional organizations.
Family Mediation: Another Role for Professional Counselors

Linda Leech
CSI Associate Editor

Rachel and Don have decided that they want to get a divorce. Years of fighting over money, lifestyle, and how to parent their three children have taken their toll. Rachel has developed a relationship with a man who shares her interests and goals. She wants to be free to pursue a new life but does not want to lose custody of her children. Don is angry and hurt. He feels that he has done everything he could to be what Rachel wanted but never quite filled the bill. He still loves Rachel but recognizes that the two have little in common. He is afraid that Rachel will remarry and he will lose contact with his children, especially his son Ben who, he says, is exactly like him. The couple together recognizes the expense and adversarial nature of the divorce process. They decide that they would like to try to work through some of the sticking points on their own but continue to fight over the same issues that got in the way throughout their marriage.

Counselors involved with children and their families are frequently exposed to the devastating emotional impact of divorce on everyone. The division of property and assets, fiscal responsibility, and custody of children are issues that have historically been settled in the courts. The involvement of attorneys and judges is designed to provide an equitable solution with “equity” being defined by rules and regulations that are devoid of consideration of the dynamic nature of the individuals who are reeling from the breakup of the familiar structure.

Approximately 95% of family court cases are resolved by settlement or dismissal, not by decisions of judges and courts. Negotiations are conducted through attorneys, advocates for the parties, who gather and review information, making recommendations to clients based upon applicable law and projected outcomes at trial. These advocates typically emphasize or exaggerate their client’s strong points and the shortcomings of the other spouse. However, little attention is given to the reality that most couples will need to have a continuing relationship after the legal negotiations or court proceedings.

Another Alternative

One alternative, available to couples in many states, is mediation. Mediation is a private, confidential decision making process in which an impartial facilitator, the mediator, assists disputing parties in structured negotiation. Mediation is one element of a continuum of dispute resolution strategies including negotiation, facilitation, mediation, arbitration, mediation/arbitration, and litigation. In mediation, parties engage a neutral third party who assists in the resolution of the dispute by stimulating communication that elevates the process to the level of problem solving. The process is informal, emphasizes self-determination and problem solving, is voluntary, non-binding, and can be transformational.

Mediator’s Tasks

The mediator in the negotiation of family issues is crucial in that this individual not only facilitates the process but also creates the context in which decisions are made. Conflict is resolved at both the mental and emotional level. The mediator creates an atmosphere or context of trust in which all participants believe they can be heard and have a sense that the other side hears their communication. This process involves a number of skills that are commonly used in counseling: Active listening, re-framing, questioning, and effective problem solving.

Effective mediators are able to be knowledgeable, attentive, trustworthy, respectful, patient, and open while remaining somewhat detached and impartial. They assist couples in resolving unsatisfied emotional needs. Each individual needs to feel that he/she has some control over the outcome, is heard and understood, is validated, and needs to feel that the problem-solving process is fair. When these needs are met, it is possible for parties to work cooperatively. This part of the process should seem very familiar to counselors.

The second task of the mediator is to analyze the parties’ interests and options for resolving disputes, based on information and objectives developed by the parties. This means that mediators also need to be familiar with the statutes governing marriage and divorce and the various legal options available to couples. This includes understanding standard formulae for equitable distribution of property, calculation of child support and alimony, and custody and/or visitation schedules. The mediator does not make recommendations or give legal advice but may provide information about formats used by other couples and court defined standards that may serve as a basis for beginning a negotiation.

Qualifications

The backgrounds and training of individuals who practice mediation professionally are varied. Mediation is employed in many situations such as civil courts, business disputes, and as a means for resolving disputes that do not require court involvement. The qualifications for mediators may vary based on the regulations of the courts, the type of conflict, and experience of the mediator in working with certain situations. However, family court regulations in

(continued on page 15)
Faculty Advisor Highlight

Dr. Robert C. Schwartz:
CSI Faculty Advisor: An “Invaluable Experience”

Dr. Robert C. Schwartz

Dr. Schwartz discovered the importance of Chi Sigma Iota membership early in his career and has carried a commitment to service in CSI through his work as a Chapter Faculty Advisor. He has experienced the benefits of CSI involvement and believes that Chi Sigma Iota is equally important “for counseling students, faculty, and professionals because it links individuals in our field by a common vision—academic and professional excellence.”

A Longstanding Commitment

During his training at the University of Florida where he earned his M.Ed., Ed.S., and Ph.D. degrees, Dr. Schwartz took on leadership positions within Beta chapter. With the encouragement of the Counselor Education Department and faculty, Dr. Schwartz pursued opportunities within CSI that helped him acquire leadership skills, network locally and nationally, and develop valuable research skills. As a student, Dr. Schwartz notes that he was “pleased to find that CSI was an organization which not only spoke about the importance of excellence, but rewarded it as well,” as he received the 1997 CSI National Outstanding Research Award.

Upon completing his training, Dr. Schwartz embraced a new role in conjunction with his first faculty appointment by accepting the Chapter Faculty Advisor position for the Idaho State University CSI chapter. In 2000, he joined the University of Akron faculty and agreed to be the Chapter Faculty Advisor for the Alpha Upsilon Chapter. According to Dr. Schwartz, “Witnessing the joy that students experience (e.g., whether from winning an award, being acknowledged as a CSI officer, etc.) alone makes the time and effort worthwhile.”

Bringing Personal Experience to the Faculty Advisor Role

Dr. Schwartz brings clinical, academic, and personal expertise to his role as Faculty Advisor. He teaches advanced clinical supervision and directs the Clinic for Child Study and Family Therapy at the University of Akron. Additionally, he is an Ohio Professional Clinical Counselor/Supervising Counselor, an author of numerous publications, holds various clinical certifications, and serves on several distinguished editorial boards. Dr. Schwartz also combines his primary research interests in “diagnosis and treatment of mental disorders (particularly schizophrenia), countertransference in counseling, and Eastern/Buddhist philosophy and mental health” with a love of travel. In June 2003, he returned from Thailand, his latest extended trip, which included a consultation at Assumption University in Bangkok and documenting differences between Eastern and Western lifestyles, ideologies, and mental health issues. Dr. Schwartz strives to share the importance of multiculturalism with his students, encouraging them to embrace aspects of non-Western ideology to relate more effectively to their clients.

These diverse experiences give Dr. Schwartz a unique perspective about the value of CSI membership. He notes that Chi Sigma Iota offers psychological and professional support to students, clinicians, and educators in a time of increasing societal change and challenges to counselors’ identity and viability in the marketplace. For students especially, CSI membership helps to instill advocacy skills of lasting value—as Dr. Schwartz observes, “a student who is strong in advocacy skills is strong professionally.”

The Work of a Faculty Advisor

As a Chapter Faculty Advisor, Dr. Schwartz enjoys the opportunity to help students establish a personal counselor identity and pursue excellence. This commitment to service is evident in the success of the Alpha Upsilon Chapter. Alpha Upsilon has received four national awards in three years, distinctions that Dr. Schwartz credits to student mentoring opportunities, faculty participation, and University support via student professional development reimbursements. (An official student organization at the University of Akron, Alpha Upsilon has designated an Executive Council office to coordinate funding applications, resulting in increased disbursements of funds over the past few years.) Additionally, Alpha Upsilon has developed an annual outreach event that publicizes Chi Sigma Iota and its service mission, and serves as a recruitment tool. The chapter sponsors a “Comprehensive Exam Workshop”, complete with study guides and refreshments, to prepare master’s students (both CSI members and non-members) for comps.

Dr. Schwartz’s commitment to his students and Chi Sigma Iota make his work as a Faculty Advisor effective and personally meaningful...a dedication that benefits him and his students.
Chapter Development Goal #1

Brian Dew
Chapter Development Committee Chairperson

As mentioned in the summer edition of the Exemplar, several concurrent themes have emerged in my discussion with chapter leaders from across the country. I will be using this column to provide helpful information to address some of these common topics. The question most often asked is related to how a chapter enhances membership involvement. Here are several suggestions that are based on existing successful chapters.

Make belonging to a CSI chapter personally relevant to your members. Being a member of a professional honor society is worthwhile enough for many of us to join or renew. However, belonging to an organization does not always make for an active member. To increase membership involvement, ask yourself the following questions:

1. Can CSI members take advantage of specific professional development opportunities?
2. Is money gained in fundraising efforts distributed back to chapter members for attendance at conferences and workshops?
3. Are members of your chapter encouraged to apply for the CSI Fellow/Internship program?
4. Do chapter leaders nominate candidates for various CSI awards?
5. Are you utilizing chapter alumni to assist with mentoring, consulting, clinical placement/jobs and/or speaking opportunities?
6. As an organization, are CSI members participating in civic opportunities within their community?

These are only a few ways in which chapters have been able to increase membership involvement. If your chapter has utilized other methods and you would like to share these ideas with other chapters, then please email me at bdew@gsu.edu.

An Internship Partnership Model: (continued from page 7)

sources. Time constraints are notably present, and setting realistic goals is a priority. Often daily operation of the internship and a supervisor’s clinical caseload tend to limit efforts toward enhancing the program.

Developing the internship has been professionally and personally rewarding. As director of the program, I think more critically about what makes a good internship. The program continues to sharpen my teaching, counseling, supervision, and evaluation skills. Interns are often good teachers, and the experiences help me to expand my understanding and knowledge. I encourage counselor educators to explore new venues for creating internships. I can be an exciting and challenging time for everyone involved.

Dr. Karen A. Broer was this year’s recipient of CSI’s Outstanding Practitioner Supervisor Award.

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.

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Family Mediation:
(continued from page 13)

many states identify both lawyers and a variety of mental health professionals as eligible for certification as a mediator in court-selected cases. Training for court certified mediators may be provided through the state bar association or other court-designated training body. Mediators practice under a code of ethics and uphold the standards established by the court when working with court-ordered cases. The Counselor/Mediator is primarily responsible to the standards of the primary profession but practice mediation employing the standards established for professional mediators.

If you are interested in more information regarding the role of counselors in mediation, the following resources may be of interest: www.apace-maker.org; www.acresolution.org; www.adr.org; www.mediate.com; www.NationalMediation.com; www.divorcesource.com; www.divorcenet.com

Rachel and Don found a mediator. With the help of the mediator, they agreed to a reasonable schedule for sharing the parenting responsibilities of the children. They also agreed to sell their home and purchase two homes in the same neighborhood so that the children could have access to both their parents. Assets were divided equally although Don agreed to assume all credit card debt in exchange for a reduced amount of child support. Rachel agreed to contribute to a college savings plan for the children in exchange for a higher alimony payment. Both Rachel and Don report that they felt certain their agreement was reasonable and could be sustained over time. They appreciated the opportunity to work out these issues in a non-adversarial environment with a mediator who was truly invested in helping them reach the agreement that best suited the entire family.
Technology Corner - Change is in the Air!!

Jane Myers, Web Administrator

Affiniscape

Several months ago we spoke with representatives of an organization called Affiniscape. The mission of Affiniscape is to provide technology and marketing for non-profit professional associations to enhance their presence on the world wide web. They provide services that “eliminate the financial burden and reduce the risks of assembling, launching, and effectively maintaining an online presence.” In other words, Affiniscape provides not only web server space, but also technology to develop sophisticated web pages. In addition, they provide training and technical assistance. In June, the CSI Executive Council voted to contract with Affiniscape for web services.

From a practical perspective, the new contract means that we will change from our current web server to Affiniscape as our server. This process will occur over the next year and will allow us to take advantage of graphic design and web design consultants to recreate a more attractive and user-friendly web page. The Affiniscape staff will provide about 18 hours of training to CSI to facilitate the transition of all of our existing web pages to the new server. All will be reformatted for ease of access and usability. The priority of the web page, however, will remain to provide information and services to our chapters and members.

Affiniscape will allow us to implement a variety of new services – too many to describe here! These include, for example, a search engine for the entire CSI website, a user-friendly calendar to track important dates and deadlines, and on-line registration for CSI Day and related activities. We will be able to maintain our own listservs for faculty advisors, chapter leaders, and CSI members, rather than depending on a university system. We will also have the capability for blast e-mails to all members on topics of interest and for chat rooms to promote networking among members and training in selected topics using experienced CSI leaders.

Affiniscape will allow us to move to on-line processing of members more quickly and efficiently that has been possible to date. We expect to have a secure-access log-in area which members can access to update personal information. We are also looking forward to a job bank for both employers and job seekers.

These are just a few of the new opportunities that our “web-solution” offers. We’ll provide more detailed information in the next issue of the Exemplar, and look forward to sharing with you the ways our new web page will enhance services to our members and chapters.