

Chi Sigma Iota
EXEMPLAR



Promoting Excellence in Counseling

Spring, 2005

Counseling Academic and Professional Honor Society International

Vol. 20 No. 1



*The Executive Council
of
Chi Sigma Iota*

cordially invites you to attend the

*Chi Sigma Iota 20th Anniversary
Awards Recognition Ceremony*

4:30 p.m. -5:30 p.m.

Dogwood Room A - North Tower

and

Chi Sigma Iota Reception

5:30 p.m.-7:00 p.m.

Dogwood B - North Tower

Friday, April 8, 2005

Omni Hotel at the CNN Center

Atlanta, Georgia



2004-2005 CSI LEADERSHIP DIRECTORY

President:

Nancy Sherman
306 Westlake Hall
Bradley University
Peoria, IL 61625
nes@bradley.edu

President-elect:

Richard Hazler
Pennsylvania State University
327 CEDAR Building
University Park, PA 16802-3110
hazler@psu.edu

Past-president

Jamie Carney
2084 Haley Center
Auburn University
Auburn, AL 36830
carnejs@auburn.edu

Secretary

Kathy Evans
Dept. of Educational Psychology
Wardlaw 266
University of South Carolina
Columbia, SC 29020
kevans@gwm.sc.edu

Treasurer

Catharina Chang
MSC 6A915
Georgia State University
33 Gilmer Street, S.E., Unit 6
Atlanta, GA 30303-3086
cychang@gsu.edu

Executive Director

Tom Sweeney
CSI Headquarters
P.O. Box 35448
Greensboro, NC 27425-5448
(336) 841-8180
tjsweeney@csi-net.org

Administrative Assistant

Kelley Rowland
CSI Headquarters
P.O. Box 35448
Greensboro, NC 27425-5448
(336) 841-8180

Interns

Kimberly Desmond
Jake Protivnak

Web Administrator

Jane Myers

COMMITTEE CHAIRPERSONS
Membership Committee

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Gary Williams

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CSI Home Page

www.csi-net.org

Celebrating Twenty Years

Nancy E. Sherman
CSI President



Nancy Sherman

This year we celebrate 20 years of Chi Sigma Iota "Promoting Excellence in the Profession of Counseling." Anniversaries are a time for reflecting on where we started and how far we have come. As I reflect on what this means to me as a professional counselor, I think of where I was 20 years ago. In 1985, I was just starting the doctoral program in counselor education at Ohio State University. I had applied to OSU because it was close to where I was living at the time and my plan was to commute to earn my doctorate in counseling. I wrote to OSU asking for information about doctoral programs in counseling because after working as a counselor in a program for victims of domestic violence and sexual assault, I realized counseling and not student personnel work was my future. I received information and an application to the Ph.D. program in counselor education, applied and was accepted. When I arrived in Columbus, I was initially confused. All of the people in my cohort group were getting their Ph.D. in counselor education in order to become licensed psychologists. There was a counseling psychology doc program as well and students from both programs took courses from both programs. My advisor, a practicing psychologist, continually urged me to take the coursework necessary to get my license in psychology. I couldn't understand why or how I could; after all, I had never taken

a course in psychology before my doctoral program. Like many people, initially I was confused about the professional identity of counselors.

Twenty years later, after twenty years of professional practice as a counselor, twelve years as a counselor educator, and eleven years as a member of CSI, I am no longer confused. As I write this it is the holiday season and at a holiday celebration this past weekend I was introduced to a woman who identified her profession as a pediatrician. She asked how I knew the hosts and I replied that I taught in the same program at Bradley University. She said, "Oh, psychology?" I said, "No, counseling." From there she talked about how much we need more counselors, especially for the families she worked with and their children. She truly valued the contribution we counselors make.

Visionary Leaders

Twenty years ago, visionary leaders such as Tom Sweeney recognized that part of the growth of a profession and professional identity included establishing institutions such as accreditation, certification and licensure, and academic and professional honor societies. It has been such an honor for me to work with the leaders in our profession this past year as President of CSI. All CSI members have the opportunity to experience some of this at the 20th Anniversary Leadership Training at CSI Day in Atlanta. President-elect Richard Hazler has assembled a

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Update from Headquarters

Chapter Faculty Advisors

Thomas J. Sweeney
CSI Executive Director



Thomas J. Sweeney

We again are experiencing a renewed interest in starting or reactivating CSI chapters. This is good, for it is through chapters that members experience direct benefits of membership. Headquarters is the conduit through which all 261 chapter correspondence and questions tend to funnel. As a result, we learn a lot about what works, what doesn't, and how to help struggling chapters get back on track.

Essential for Success

There is one person whose job is essential to the success of a chapter. The Chapter Faculty Advisor (CFA) is the one person who can create the synergism needed to carry a chapter forward year after year. Many of the early charter member CFAs knew how to do this based upon other leadership experiences as department chairs or professional offices. In recent years with many new chapters being added to our ranks, junior faculty are being "assigned" the role of CFA. In some cases, they have been chapter officers or committee chairs and they have some idea of how an effective chapter works. Others, however, have had neither experiences and can feel overwhelmed with their new role as mentor, motivator, and mail person.

Unfortunately, some programs are desirous of having a CSI chapter for

the status it brings to the program but with little appreciation for the work that it takes to sustain it. As a consequence, little support or recognition is provided for the individual assigned to be the CFA. The Executive Council has established criteria for new chapters that help to screen those that are not truly prepared to provide full departmental support or to represent the types of program associated with the mission and goals of CSI. Nevertheless, with personnel changes and shifting institutional priorities, challenges to continuity and leadership emerge.

Leadership Resources

CSI has from its inception attracted the most experienced leaders to its ranks. As a consequence, we are deep in leadership resources for helping anyone serious about doing a good job. Our Academy of Leaders for Excellence developed *Principles and Practices of Excellence in Leadership* (csi-net.org under Publications) useful for beginner or pro alike for defining an in-service for leadership development. Based on decades of experience, the *Principles* make clear that shared responsibility goes hand in hand with shared decision making and shared celebration of success. *Our best CFAs do not need to "run" the chapter; they mentor and facilitate it through the work of officers and committee chairs.*

Through supportive committees related to both Chapter Development and Chapter Faculty Advisors, we have expert help available to provide ideas, resources, and methods proven to be efficient and effective. Annual conference meetings, email, and telephone are our main methods of interfacing with the CFAs. No one group of individuals is more important to the success and growth of CSI than its Chapter Faculty Advisors. We thank them and welcome suggestions on how we can make their job easier and more recognized for its importance.



Chi Sigma Iota Exemplar

The CSI *Exemplar* is distributed three times a year to all CSI members and is the main communication service informing members of current events within the Society and within the counseling profession. Its content represents enthusiasm for academic and professional excellence in counseling.

Deadlines:

<i>Issue</i>	<i>Deadline</i>
Fall	August 1
Spring	December 1
Summer	May 1

Editorial Staff

Julie Stephan
Associate Editor
University of North Carolina at Greensboro

June Williams
Associate Editor
Southeastern Louisiana University

Cathy Woodyard
Editor

Exemplar Publication and Communication:

Cathy Woodyard, Editor
Counseling and Consulting Associates
2750 W. Virginia Parkway
Suite 108
McKinney, Tx 75071

(972) 548-8092
(972) 548-9891 (Fax)
cwoodyard@sbcglobal.net

Exemplar Printer:
Professional Printers, Inc.
1730 Old Dunbar Road
West Columbia, SC 29172

CSI's Twentieth Anniversary Activities in Atlanta Reflections on Leadership



CHI SIGMA IOTA

Thursday, April 7, 2005

- | | |
|-------------|---|
| 2:00 - 5:00 | Executive Council Meeting
Georgia State University |
| 5:00 - 6:30 | Reception for Executive Council
Georgia State University |

CSI Day Friday, April 8, 2005 Omni Hotel

- | | |
|--------------|--|
| 8:00 - 12:00 | CSI Leadership Training
Pine Room—South Tower |
| 1:30 - 3:00 | Chapter Faculty Advisors Meeting
Spruce Room—South Tower |
| 1:30 - 3:00 | Intern Training Meeting
Pine Room—South Tower |
| 1:30 - 3:00 | Chapter Leaders Meeting
Birch Room—South Tower |
| 3:00 - 4:30 | CSI Business Meeting
Dogwood A—North Tower |
| 4:30 - 5:30 | CSI Awards Ceremony
Dogwood A—North Tower |
| 5:30 - 7:00 | CSI Twentieth Anniversary Reception
Dogwood B—North Tower |

Saturday, April 9, 2005

- | | |
|---------------|---|
| 10:00 - 11:30 | CSI Committee Meetings
Oak Room—South Tower |
| 1:15 - 2:45 | CSI Presentation by Presidential Invitation
"Nurturing the Profession"
Convention Center, Room A305 |
| 3:00 - 4:30 | CSI Committee Meetings
Spruce Room—South Tower |

If requested, a sign language interpreter will be provided for hearing impaired or deaf members attending CSI events. Please request this service by Monday, **March 28th** by writing Kelley Rowland, CSI Headquarters at P.O. Box 35448, Greensboro, NC 28425, by calling (336) 841-8180, or by e-mailing Dr. Tom Sweeney at tjsweeney@csi-net.org.

Four CEUs will be provided for attending the Leadership Development workshop. Pre-registration deadline is **March 28, 2005**. Please contact Kelley Rowland at Headquarters to pre-register, or online pre-registration is available at www.csi-net.org.

CSI Leadership Workshop Reflections on Leadership

Richard Hazler
CSI President Elect

A consideration of national politics, local events, and our professional lives reminds us of the importance of leadership. Indeed, it would seem difficult to imagine an organization, school or agency remaining viable without effective leadership. The Council for Accreditation of Counseling and Related Educational Programs (CACREP, 2001) has called our attention to the need for preparing doctoral students for leadership efforts, "This extension of knowledge should take into account the societal changes of the 21st century and prepare graduates to be leaders and advocates for change" (p. 97). It would seem that counselors, at the master's degree and doctoral degree levels, as well as those individuals that counselors serve, can only benefit from additional consideration to issues of leadership.

As a part of its mission statement, Chi Sigma Iota (CSI) emphasizes the promotion of leadership in the counseling profession. As a result, CSI Leadership Training at the 2005 American Counseling Association Conference (April 8th, 2005) will consider the CSI Principles and Practices of Leadership Excellence and issues faced by CSI chapters as they carry out the business of being an

academic and professional honor society. The workshop will be held from 8:00 a.m. until noon in the Pine Room, South Tower, of the Omni Hotel.

Panel of Leaders

This focus on leadership seems appropriate as part of CSI's 20th anniversary. Much of the work occurring within local chapters can be viewed as preparation for future professional leadership efforts. CSI's principles and practices of leadership were developed by the CSI Academy of Leaders for Excellence and approved by the CSI Executive Council for distribution to its members in 1999. Carol Bobby, Courtland Lee, Judy Miranti, and Jane Myers will serve as panelists for this leadership training program and will discuss issues important to leadership efforts. Each of these individuals has served as President of CSI and, from their various leadership perspectives, they will talk about the CSI Principles and Practices of Leadership Excellence. Cynthia Osborn, Don Bubenzer, and John West (Editors of *Leaders and Legacies: Contributions to the Profession of Counseling*) will facilitate the panel's discussion.

Opportunities for Discussion and Learning

Individuals attending the program will have an opportunity to ask the panel members questions pertaining to leadership and also participate in a discussion around leadership in relation to issues CSI chapters face. Some topics likely to be discussed include developing meaningful activities that encourage students' involvement in their education, keeping alumni involved in the CSI chapter and their counseling program alma mater, and helping students learn more about leadership. Consequently, the leadership training will combine an opportunity to hear from previous CSI Presidents along with an opportunity to consider CSI Principles and Practices of Leadership Excellence in light of issues faced by local CSI chapters.

Register Now

Between now and **March 28th**, you can preregister for the Leadership workshop by going to www.csi-net.org. Four CEUs will be offered for attendance. Also, a sign language interpreter will be provided for hearing impaired or deaf members. Please request this service by March 28, 2005 by writing Kelley Rowland, CSI Headquarters, P.O. Box 35448, Greensboro, NC 28425, by calling (336) 841-8180, faxing (336) 841-8180, or by e-mailing Dr. Tom Sweeney at tjsweeney@csi-net.org.

Osborn and Bradley Elected

Jamie Carney
CSI Past President

Chi Sigma Iota has always been extremely fortunate to have highly qualified nominees as candidates for office. This year was no exception as we had four very highly qualified candidates for the offices of President-elect-elect and Treasurer-elect. The nominees for President-elect-elect were A. Scott McGowan, Long Island University, and Cynthia Osborn, Kent State University. The nominees for Treasurer-elect were Carla Bradley,

Western Michigan University, and Dana Levitt, Ohio University.

Cynthia Osborn was elected as President-elect for 2005-2006, and Carla Bradley was elected as Treasurer. Chi Sigma Iota is very grateful to all the candidates for their willingness to make such a commitment of their time, energy, and experience to this organization. We appreciate this dedication to CSI.

CSI Past President Reflection

My hope is for CSI to grow not only in numbers but also in service to its members and the profession. The challenge is to stay the course that got us this far if we are to realize our potential as a Society committed to excellence.

Thomas Sweeney, 1985-87

Chi Sigma Iota: Twenty Years of Service

(1985-2005)

Thomas J. Sweeney
CSI Executive Director

Highlights of the activities and accomplishments of the Society are too numerous to summarize in a few words. In this our twentieth year, over 44,000 individuals will have been honored and recognized publicly for their excellence as students and practitioners of professional counseling. Through over 260 chapters in this country and abroad, they have been invited not only to be recognized but to serve as leaders and contributors to the growth and excellence of their profession.

Since our inception in 1985, chapters have received over \$300,000 in rebates in service to our members. At the grassroots level, this means recognition ceremonies, awards, fellowships, professional development grants, professional development programs, conferences, social functions, and assistance to the counselor education programs of which they are a part. In addition, we have awarded upwards of \$90,000 in fellowships and internships for individuals nominated by their chapters to attend CSI Day leadership development activities and to participate in year round activities of the Society. In addition, our annual awards program recognizes outstanding entry level and doctoral students, practitioners, supervisors, scholars, leaders, and chapters for their outstanding programs and activities.

Promoting Excellence

Through the efforts of countless volunteers, CSI has been at the fore-

front of efforts to promote excellence in the profession and to advocate for its place among service providers. In our earliest years, we collaborated with NBCC by publishing a professional pamphlet on "Client Rights and Responsibilities" suitable for framing in counseling offices. Thousands were distributed by NBCC and CSI to clients, syndicated columnists, and others. We also have been a part of the NBCC supported Coalition for Fair Testing which strives to ensure that the tools needed by practicing counselors are not co-opted by psychologists' state credentialing boards.

Collaborating with Professional Organizations

By invitation, CSI made donations to ACA for its library (\$3,000) including heading a committee to research and revise the services that it provided to ACA members. We also donated to the first ACA Professionalization Conference in 1990 (\$500) that laid out a blue print for advocacy by the associations and profession. For several years, we also were a paid exhibitor to the ACA conferences. CSI still holds meetings in conjunction with the ACA conferences in an effort to support the conference and encourage involvement of members in the activities of the various organizations of ACA. In recent years, Executive Director Richard Yep has donated 20 free conference registrations each year to CSI members which we in turn give to fellows and interns.

We also have supported activities of the Association for Counselor Education and Supervision (ACES) and continue to encourage our members to attend its meetings both nationally and regionally. Both ACA and ACES have provided conference space and ancillary time for us to have meetings and programs.

Perhaps the most notable of CSI collaborative efforts was its invitation to all the divisions, credentialing, and accrediting bodies of the profession to participate in two national conferences on leadership on counselor

advocacy. CSI hosted these meetings in 1998, spending approximately \$10,000, to help insure the involvement of as many associations as possible. Each organization supported the travel and lodging of their representatives. The outcomes of these meetings are available on the CSI website and still guide the activities of the Society's Advocacy Committee.

Over the years, CACREP and CSI have collaborated in recognizing chapters located at CACREP accredited programs. In addition, CSI uses the Standards as one measure of whether a counselor education program is suitable for supporting a new chapter. Our goal is to encourage every counselor education program to strive for and ultimately attain national accreditation by CACREP.

Providing Resources

As you read this article you may not be aware that the *Exemplar* is itself one of our proudest accomplishments. Under the able leadership of Cathy Woodyard, reprints of articles and citations in refereed journals are testimony to the value of the *Exemplar*. Now available 24.7 on our new website, persons from literally all over the world can access articles, information, and network with CSI members. Like the *Exemplar*, our website is an accomplishment easily overlooked. Our presence on the web is a statement of who we are and what

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CSI Past President Reflection

In 1987, I wrote, "I am impressed with what Chi Sigma Iota is and ... with what it can become. Our potential is limited only by the creativity and energy of you, our members." Seeing CSI now, I think I need to change that to say that our potential is truly unlimited!

Jane Myers, 1987-88

CSI Past President Reflection

From the beginning of CSI, one of the major goals was to engage students through local and national professional activities. CSI must continue to provide entry level students with the opportunity to grow and develop into leaders in the counseling profession.

Joe Kandor, 1988-89

Contributions to the Counseling Profession: Chi Sigma Iota Interns and Fellows from the Last 10 Years

Jake J. Protivnak and Kimberly Desmond

CSI Interns

We were honored to be selected as Chi Sigma Iota (CSI) interns for 2004/2005. This award was designed to help future leaders in Counseling become effective and knowledgeable in working with issues of concern to the counseling profession. The interns and fellows program assists CSI members during the early years of their career to develop skills to contribute to the counseling profession through involvement with committees or engaging in specific projects. In honor of Chi Sigma Iota's 20th Anniversary, we decided to survey past interns and fellows regarding their contributions to the profession of counseling following their year of service as an intern or fellow.

Survey

The researchers designed and sent a survey to a sample of 63 of the 100 interns and fellows from 1994 to 2004. We received a 41% response rate for a total of 26 responses in the study. There were several questions that gathered information regarding current professional position and leadership contributions through service in professional organizations, advocacy, and scholarship. Additional open-ended survey questions inquired into the respondent's personal experience serving as an intern or fellow. These questions included: As you reflect back on your experience as a Chi Sigma Iota intern/fellow, what are your thoughts regarding your experience?; If you have had the opportunity to serve in a leadership or direct service

position following your services in Chi Sigma Iota please list the position(s) you are most proud of?; What recommendations do you have to improve or add to the intern/fellow experience?

The survey questions produced quantitative and qualitative data which the researchers summarized to investigate the contributions of the interns and fellows to the counseling profession.

Current Professional Positions

The initial question of the survey inquired about the current professional position of the intern/fellow. A majority of the respondents identified themselves as working as counselor educators and or clinical directors. Seventy-five percent of the respondents were working either full time as faculty members or as adjunct professors for university counseling programs, while 15% of the respondents held positions as directors of community agencies. The remaining respondents stated they were practicing community or school counselors. Seven percent of the sample no longer identified themselves as working in the counseling profession.

Current Involvement

Former interns/fellows identified their contributions to the profession through their involvement in professional organizations, advocacy, and scholarship. While some were no longer Chi Sigma Iota members, most of the respondents still held membership in professional organizations. Eighty-eight percent of the respondents still held membership in CSI, 81% held membership in the American Counseling Association, and 73% held membership in their state counseling associations. Interns/fellows stated that they most frequently advocated for the counseling profession through contacting political representatives as identified by 69% of the respondents, while 38% stated that they engaged in lobbying efforts. Interns/fellows were able to identify

additional ways they have advocated for the counseling profession by serving on community action boards, teaching the importance of advocacy in the classes, encouraging students to get involved, urging students to vote, and modeling advocacy for their students.

In addition to advocacy, engaging in scholarship has been important to the respondents. Since the interns/fellows served CSI, 96% stated they have presented at the state level, while 88% stated that they have presented at a national conference. The majority of the respondents have published counseling related material in either referred or non-referred journals, newsletters, and local publications.

Professional Development

A strong area of commonality among the interns/fellows was the type of experiences that shaped their professional identity. Seventy-three percent of the respondents credited the influence of a specific mentor for shaping their professional identity, while 35% directly credited CSI for influencing their professional identity. One fellow/intern explained, "I think the mentorship I had in my master's program significantly affected my professional development . . . As a CSI chapter president, fellow . . . I became excited about the opportunity to impact the professional identity development of master's level students and others with whom I worked." Other themes that emerged as factors that

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CSI Past President Reflection

CSI promotes excellence in counseling by recognizing counselors who are exemplary. I believe CSI will make counseling stronger and better by continuing to promote and support the profession in this way. I cannot imagine a future for counseling without CSI.

Sam Gladding, 1989-90

CSI Past President Reflection

Chi Sigma Iota epitomizes the adage that, "Before we can are effectively for others, we must care effectively for ourselves." CSI is the means by which we recognize what is good in counseling, in the counseling profession, and in counselors.

Larry Loesch, 1990-91

Contributions to the Counseling Profession

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contributed to the professional development of the interns/fellows included involvement in professional organizations, opportunities to network with other professionals, and their own self motivation. One respondent cited, "Good mentorship, self-advocacy, and taking advantage of opportunities like the Chi Sigma Iota fellowship and scholarships available to me" were experiences that shaped their professional development.

Continuing Contributions

All of the respondents were able to identify at least one significant leadership contribution to professional counseling that they have made since serving as an intern or fellow. Thirty-one percent of the interns/fellows have served as either president of their state counseling organizations or president of one of the divisions such as the American College Counseling Association, American Mental Health Counselors Association, Association for Multicultural Counseling and Development, or the Association for Gay, Lesbian, Bisexual and Transgendered. The remaining respondents cited other service positions such as serving as a board member, convention coordinator, counseling department chair, faculty advisor, membership chair, treasurer, as well as numerous other positions within local, state and

This edition's Chapter Development Tip and the Advocacy Tip can be found on the CSI web page (www.csi-net.org).

CSI Past President Reflection

During my tenure as President, CSI was in its "adolescent" years. What stands out most vividly during that time is my personal joy, satisfaction, and pride in associating with the dedicated, creative national leaders in the counseling profession. The best is yet to come!

Rose Cooper, 1991-92

national counseling organizations. Significant professional accomplishments such as advocating for accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) for their counseling program and revitalizing state and local counseling organizations were also cited.

Reflections on Fellowship/Internship

The individuals surveyed held a strong opinion that their experience as an intern/fellow was positive. One respondent commented, "For me, Chi Sigma Iota at the university level and the participation as a fellow was the catalyst for all of my future involvement with service in professional counseling associations. As a professional I continue the pursuit of excellence that Chi Sigma Iota represents. I continue to benefit from my experience." The most frequent themes suggested that interns/fellows valued the experience because it provided to the opportunity to network with counseling leaders and other students from around the country. One past fellow stated, "As a result of this honor I made several important professional connections and feel even more closely tied to CSI and the counseling profession as a whole." In addition, the interns/fellows stated that learning leadership skills and feeling connected to the profession of counseling were the greatest benefits.

Recommendations for Improvement

With regard to "recommendations to improve" the intern/fellow experience, most respondents remarked that they would suggest that CSI increase the expectations and structure for the fellows during the year of services. One respondent suggested that the fellowship should be a "more structured experience beyond the ACA conference". Another participant stated "at times I felt it was a position of honor rather than a position of responsibility." Other themes of improving the intern/fellowship program included partnering interns/fellows with specific mentors during the year of service and following up with the interns/fellows after their year of services ends to keep the individuals involved.

In Conclusion

It is clear that many of the respondents had positive reflections regarding the Chi Sigma Iota interns/fellows program. These individuals have actively contributed to the counseling profession since serving as an intern or fellow. However it is important to consider the individuals who did not respond to the survey and may hold a different opinion of the experience. In addition, due to the ex post facto nature and use of convenience sampling in this study, a causal relationship regarding the impact of the interns/fellow program on the contributions to the counseling profession of all interns/fellows cannot be made. However, the researchers have shown that a sample of individuals who served as interns/fellows have contributed and continue to make significant contributions to the counseling profession through scholarship, advocacy, and leadership service. These former interns/fellows work to advance the profession of counseling and stated that Chi Sigma Iota contributed to their professional development.

Thank you Chi Sigma Iota for your commitment to emerging leaders in the profession of counseling. It is exciting to think that the interns/fellows that are selected may be the next leaders of our counseling profession.

CSI Past President Reflection

When I presided over CSI Day during Atlanta's paralyzing Blizzard of 1993, I learned leaders must be incredibly flexible. Our meticulous pre-conference planning was for naught; but we remained calm and flexible, and it turned out to be a day to remember.

Carol Bobby, 1992-93

Annual Plans Due

Your chapter's 2004-2005 Annual Report and 2005-2006 Annual Plan **must be received at Headquarters by April 30, 2005.**

What Does it Mean to Be an Example? The Ethical Imperative to Monitor Self and Others

Julie Stephan
CSI Associate Editor

Induction into Chi Sigma Iota confirms one's commitment to academic and professional excellence in counseling, but membership must be seen as a beginning rather than an end in itself. Rather than an indication that one has "arrived" within the profession, membership within CSI implies dedication to the ongoing pursuit of excellence. Ethical behavior is the foundation of such professionalism.

Understanding the ethical codes and standards is vital for counselors because of their power over a particularly vulnerable clientele; counselor educators and supervisors must be above reproach in the daily execution of their professional duties, as they serve as the models for counselor-in-training. The reputation—even the existence—of the counseling profession is at the mercy of the professionals and their conduct.

Many organizations within the profession have recognized the necessity of promoting ethical practice and have provided systematic procedures for the development of standards and their implementation and enforcement. Members of Chi Sigma Iota, specifically, have a crucial role in exhibiting, advocating, and enforcing

the standards and ensuring that counselors reach new heights of professionalism and ethical service.

Ethical Principles

Counselors' ethical duties are based on the larger ethical principles, which Kitchener (1984) described as nonmaleficence, autonomy, fidelity, justice, and beneficence. *Nonmaleficence* specifies that no harm should be done to the client. Autonomy is related to respecting the client's personal freedom and choice. *Fidelity* encompasses the behaviors the counselor owes to the client as part of loyal service, and *justice* equates to fairness of treatment for all clientele. Finally, *beneficence* is the counselor's duty to do good for the client. Although the ethical principles should be respected and enforced, it is quite difficult sometimes to decide which principle takes precedence.

Additionally, when considering an ethical course of action, counselors must balance institutional and state regulations with standards set by professional organizations such as the American School Counselor Association (ASCA, 1998), the American Counseling Association (ACA, 1995), and the National Board of Certified Counselors (NBCC, 2002). Because of the possibility of conflicting guidelines and the existence of ambiguous situations, many resources have been developed to help counselors develop the critical thinking skills required in making decisions. Most references include case studies counselors can utilize to test their ethical competence.

Monitoring Ourselves—and Peers

In real life, ethical and legal matters and the steps to resolution are not always clear, especially when the issue under consideration is the unethical conduct of a fellow counselor. As a group, counselors may be

particularly predisposed to giving colleagues the benefit of the doubt. *Nevertheless, in cases in which a colleague is displaying unprofessional and/or unethical behavior, counselors must act or jeopardize their own obedience to ethical practice, thus finding it easier to disregard future breaches in themselves and others.*

First and foremost, counselors must do no harm. It is essential that the suspecting counselor meet individually with the colleague in question as soon as possible to air the concerns and provide the fellow counselor an opportunity to make corrections. As more information is revealed, the investigating counselor can weigh the situation and make appropriate decisions about further interventions. If a colleague refuses to change his/her unethical behavior, the counselor must report the unethical behavior to the appropriate boards and/or organizations.

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CSI Past President Reflection

"As a group, Chi Sigma Iota members have more in common than most counselors, in general, because of their achievement of scholarship, commitment, and excellence. Accordingly, it is important to recognize that being a member of Chi Sigma Iota International Honor Society is not the capping off of a successful academic career but rather the beginning of a sense of leadership in our profession."

Quote taken from "Presidential Column" from late CSI President Nicholas Vacc, 1993-94

CSI Past President Reflection

My most memorable event was when we invited all the counseling affiliates to Greensboro and everyone responded: NBCC, ACA, AASCB, CACREP, and many divisions. We spent two days looking at our mission and future goals. It gave great direction to CSI.

Judith Miranti, 1994-95

Nominations Sought

Nominations for President-elect and Secretary will be accepted through May 1, 2005. Please send nominations to Dr. Nancy Sherman at nes@bradley.edu.

Faculty Advisor Highlight

Dr. Catharina Y. Chang & Dr. Brian J. Dew: Collaborative Leadership

Holly Hartwig Moorhead



Dr. Catharina Y. Chang

When asked why they devote so much time to serving as a co-Faculty Advisors for CSI's Chi Epsilon Chapter at Georgia State University, Dr. Chang and Dr. Dew note the satisfaction that comes from watching student leaders emerge. Dr. Chang states, "I love it! I love working with students and watching them develop their professional identity. It's exciting to work with a variety of students and be a part of such a dynamic organization." Similarly, Dr. Dew explains that his efforts are rewarded through seeing "the leadership potential of chapter leaders and the excitement in our membership."

Dr. Dew, who counts himself as a relatively new Faculty Advisor, notes that an important advantage of shar-

ing Faculty Advisor duties is benefiting from the support and knowledge of a co-leader such as that of Dr. Chang who was able to identify the chapter's history and needs when they started working together. Concomitantly, unique challenges accompany a collaborative model, particularly maintaining communication that is essential to effectively share responsibilities and tasks associated with their roles.

Complementary Paths to Leadership

Drs. Chang and Dew both credit involvement with CSI during their graduate work in leading them to help students develop into leaders for the counseling profession. Dr. Chang explains, "I had a wonderful experience as a student member of CSI and credit CSI with assisting in my professional development and wanted to be there to do the same for other students." Similarly, Dr. Dew notes that "my involvement with CSI was instrumental in my professional development as well as my identity as a counselor. I wanted to help our students achieve similar growth experiences associated with membership in CSI." Both Dr. Chang and Dr. Dew earned a Ph.D. in Counselor Education and Supervision from the University of North Carolina at Greensboro (UNCG). Prior to doctoral study, Dr. Chang earned a master's degree in counseling at UNCG while Dr. Dew earned a master's degree in agency counseling at Appalachian State University.

As a co-Faculty Advisors, Dr. Chang and Dr. Dew each bring expertise in clinical work, teaching, research, and professional leadership. Dr. Chang's clinical work primarily has emphasized marriage and family and domestic violence issues and her research agenda focuses



Dr. Brian J. Dew

upon "multicultural issues in supervision and counseling with an emphasis on racial identity development and privilege and oppression issues as well as work with Asian and Korean Americans." Additionally, Dr. Chang holds leadership positions within several professional counseling organizations.

Likewise, Dr. Dew's clinical experience has consisted of counseling in the area of addictive behaviors, including chemical dependency and sexual compulsivity, within a variety of settings including private practice, inpatient hospital and outpatient settings. Dr. Dew's research agenda

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CSI Past President Reflection

CSI is, and always will be, a beacon of excellence in the counseling profession. The vision, mission, and ideals of CSI underlie what is the very best in the scholarship and practice of counseling.

Courtland Lee, 1995-96

CSI Past President Reflection

In 13 years, I only missed one CSI Day. Being elected president was one of the highlights of my professional career. The friendships, professional development opportunities, and networking with all my friends in CSI contributed much to my professional and personal life.

D.L. (Pete) Warren, 1996-97

Faculty Advisor Highlight

(continued from page 10)

includes addictive disorders, human sexuality, group counseling, and counselor identity. He also is active in a variety of professional leadership positions and organizations.

Promoting Professional and Social Advocacy

Among the issues important to Dr. Chang as a Faculty Advisor are the interrelated issues of professional and social advocacy, as it is not possible to "have professional advocacy without social advocacy as a component." She believes these are some of the most important issues presently facing counselors. "Counselors need to be able to articulate and defend our profession." Dr. Dew also highlights professional identity through advocacy as a crucial challenge to the counseling field for the credibility and vitality of the profession. He states, "We must continue to define ourselves as members of a unique profession. Professional identity is critical for the advancement for our field, including third-party reimbursements, morale, and membership in ACA and its divisions."

Dr. Chang suggests counselors begin to address professional and social advocacy by "getting involved in and becoming knowledgeable about the legislative work being conducted by ACA." Additionally, she notes that both professional and social advocacy are "part of [CSI's] mission and objectives" that determine the activities CSI supports. Thus, Dr. Chang's and Dr. Dew's chapter has practically addressed professional and social advocacy in creative ways, including:

- Using the chapter newsletter to inform members about specific ways to get involved in legislation, providing websites to access to learn more about issues, etc.
- Participating in service projects that benefit the community and promote CSI (e.g., holding school supply drives, working with local schools on various service projects throughout the year).
- Collaborating with other campus

student organizations to facilitate programming (e.g., "Day of Learning" regarding GLB issues in counseling for counseling students).

- Sponsoring "Lunch and Learn Sessions" to educate members about professional issues (e.g., guest speakers who are experts in the field discuss innovative counseling techniques, APA Style, resume/vita writing, counselor self-care, etc.).
- Holding one or two-day-long workshops to address specific clinical issues (e.g., increasing trainees' knowledge of working with families and parenting while attending to multiculturalism).
- Bringing students and the community together (e.g., hosting an evening career fair where community agencies talk about their agencies and both students and agencies connect for the purposes of securing internships as well as employment).
- Helping chapter leaders become better advocates for the profession by providing opportunities for them to take advantage of CSI's training opportunities at ACA's annual convention.
- Utilizing the chapter's unique advocacy role within a graduate

department. Chi Epsilon advocates for the counseling profession within the chapter's own graduate department which is comprised of multiple programs (e.g., counseling psychology and school psychology).

Personal Pursuits

Away from a myriad of professional responsibilities, Drs. Chang and Dew enjoy developing personal interests. Dr. Chang's extracurricular activities mainly focus upon contributing to her 17-month-old daughter's development by playing and "getting reacquainted with Sesame Street," a favorite TV show at the moment! Dr. Dew also finds time away from the rigors of professional duties to "enjoy traveling, exercising, reading, and spending time with my 13-year old Golden Retriever, Dexter."

Certainly, Drs. Chang and Dew model excellence and inspire others to the same. CSI thanks Dr. Chang and Dr. Dew for their commitment to their students and the profession, as well as all the dedicated Faculty Advisors who give of themselves and their expertise to training future leaders!

Welcome New Chapters

Welcome to the following new Chi Sigma Iota Chapters.

Sigma Alpha
Seton Hall University

Kappa Upsilon Nu
Kean University

Gamma Eta Omega
Florida Gulf Coast University

Upsilon Theta
University of Tennessee-Knoxville

Sigma Upsilon
Syracuse University

Student Insights

Your Own Changes

Edited by Liz Mellin and Richard Hazler

"What have you learned or how have you changed from coming to know the lives and experiences of other students in your program?"

We were energized and encouraged by all of the ideas and experiences submitted by students from CSI chapters across the county! Among the submissions are many common themes including the importance of support, diversity, and challenge. Full student submissions can be found on the web edition of *Exemplar*. Below are reflections that capture the essence of learning from fellow students. Sarah Gries of Upsilon Nu Kappa offered a succinct integration of all of the ideas and experiences offered by students, "I found that although textbook learning was important, it was learning that took place through the people around me that created the most impact."

Personal Growth

"I believe we are helping each other grow in areas that we may need to work on to enhance our maturity. This is helping to broaden our horizons so that we will offer greater giving to others."
Kay Guillory, Rho Alpha Nu

"I have the courage now to try things in my program thanks to a new-found belief in myself that fellow students and faculty helped me develop. They saw potential in me that I did not see in myself."
Jenna Hall, Chi Sigma

CSI Past President Reflection

"With our executive director, Tom Sweeney, at the helm, the Chi Sigma Iota ship has sailed through low and high tides but has always emerged riding the crest of the waves of success."

Quote taken from "Presidential Column" from late CSI President Mary Thomas Burke, 1997-98

"From coming to know the lives of others, I have come to know myself more fully." *Martha Canji, Chi Sigma*

"Not only did I become a better counselor from my interaction with them as colleagues, I became a better person." *Julie Nelson, Alpha Lambda Rho*

"The benefits of being able to work through issues in a group counseling course are limitless. While the untouched are helping the touched, one person is releasing emotionally, as the other is growing professionally." *Rana Simone Spruell, Beta Alpha Omega*

"My peers have taught me to keep perspective, laugh often, drink lots of water, look at clients from every angle, LIVE my life while I am in school, share expertise, and trust my colleagues." *Beth Waterson, Upsilon Nu Chi*

Diversity

"Enrolled in a program with students from many ethnic backgrounds, learning clearly extends beyond the classroom. My awareness has increased due to inter-group diversity and within group interactions have also contributed to positive changes in my development." *Paul Harris, Alpha Delta*

"Students in my classes have opened my worldview. Often, I have decided to work with a client using a particular method, only to change my approach after speaking with colleagues." *Kimberly Daniel, Gamma Zeta*

"Students at my school are a diverse bunch, each with different gifts and talents. I have come to appreciate this diversity as something necessary for working in the world." *Candis Burroughs, Iota Omega Upsilon*

"I would refer to my classmates and I as a fitly joined together puzzle.

Like pieces of a puzzle that have different shapes, sizes, and colors that contribute to its completion, we are all different but vital to the bigger picture." *Carmella Hill, Kappa Sigma Upsilon*

Collaboration

"I have learned the importance of collaboration with students. As a result of our personal experiences, we each have special skills to contribute to the profession." *Shannon Dwyer, Gamma Mu Upsilon*

"No matter where we may scatter across the country to pursue our careers, I know that we will turn to one another for consultation, collaboration, and support." *Clayton Ver Planck, Alpha Delta*

Support

"I have been the recipient of many encouraging acts as I began new professional endeavors. I continue to be the lucky recipient of the wisdom of my peers." *K Elizabeth McDonald, Iota Omega Upsilon*

"I can define my learning as a journey of self-discovery. The program gave me the chance to be con-

(continued on page 15)

CSI Past President Reflection

Helping develop the CSI initiative on counselor advocacy was a highlight. By bringing together the leaders of professional counseling associations, six common themes of advocacy were developed and the foundation was created for CSI members to take leadership in advocating for professional counselors.

Bill Nemeec, 1998-99

Articles worth Revisiting

Cathy Woodyard
Exemplar Editor

I began serving as editor of the *CSI Newsletter*, now the *Exemplar*, in 1992. As editor, I have often been pleased to receive letters and notes commenting on the value of various articles which have been featured. At times, the letters came from counselor educators who asked for permission to reprint the articles and use them in their classrooms. One professor wrote that he used the *Exemplar* as part of his "Introduction to Counseling" course because it gave students a glimpse into many aspects of the counseling profession.

As I was thinking about CSI's twentieth anniversary, I thought of various articles which I believe are particularly beneficial to our CSI

members. Below is a listing of these articles and the edition in which they can be found. All of these editions are available by clicking on the "publications" link on the CSI webpage (www.csi-net.org). Take some time to browse through these, and feel free to make yourself a copy. If you find something you would like to reproduce for others, simply write for permission at cwoodyard@sbcglobal.net.

Many thanks to the many authors who have contributed to the counseling profession by providing quality articles to the *Exemplar*.

Articles of Interest to Students and Professionals

"Interviewing the Principal" by Julie Stephan (vol 19, no. 3)

"Crisis at the Point of Crisis and Beyond" by Sam Gladding (vol 17, no. 1)

"Counseling and Caring: Reflections on India" by Sam Gladding (vol 11, no. 3)

"Selecting Your Internship" by Susan DeVaney (vol 16, no. 1)

"Knowing Myself in Order to Understand Others" by Susan

DeVaney (vol 15, no. 4)

"Making the Most of Supervision" by Susan DeVaney (vol 14, no. 3)

"Overcoming the Fear of Practice" by Susan DeVaney (vol 14, no. 1)

"The Research Question: The Essence of Research" by Courtland Lee (vol 13, no. 3)

"If You Asked a Question, You Must be a Researcher" by L. Dianne Borders (vol 10, no. 2)

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CSI Past President Reflection

CSI has been and continues to be the premier organization for excellence in counseling through the promotion of professional identity for counselors, advocacy for clients, and social justice for our world.

Don Locke, 1999-2000

CSI Past President Reflection

Memories of my year as President consist of the opportunities to represent CSI's unique contributions to the counseling profession: advocacy of the importance of counseling in a changing world; support for the professionalization of counseling preparation; and tangible recognition that competence in counseling requires the continuous pursuit of personal and professional excellence.

Edwin L. Herr, 2000-01

Student Ideas and Experiences Needed for Publication!

Edited by Liz Mellin and Richard Hazler

We are looking for CSI student member ideas to be published in the spring and summer editions of the *Exemplar* around the "Student Insights" question listed below. The new questions are:

Submission deadline April 15

How would you say your involvement in Chi Sigma Iota has benefitted you?

Submission deadline July 15

What courses are having the most effect on your professional growth?

Submissions of no more than 400 words should be made to Richard Hazler and Elizabeth Mellin by email <hazler@psu.edu> or mail to 331 CEDAR Building, Penn State University, University Park, PA 16823.16802.

The Ethical Imperative

(continued from page 9)

As the ultimate ethical theory of utilitarianism demands, the counselor should do what s/he can to see that the positive benefits of the intervention outweigh the costs to clients. This involves weighing the interests of the client with those of the offending counselor, which may potentially place the counselor in an untenable position with the unethical colleague. In such situations, it may be particularly important for the counselor to consult with other colleagues about possible alternatives and recommended procedures in dealing with the matter.

Additionally, ethical practice is enhanced by ethical supervision. Supervisors can help the counselor prioritize the complicated principles and guidelines necessary in making decisions and can give insights about the process. Even if counselors do not have formal supervisors in their workplace, they can initiate weekly peer supervision groups that can contribute to practitioners' adherence to ethical codes and establish a supportive network for working through the issues involved.

Chi Sigma Iota recognizes, rewards, and upholds ethical behavior and professional excellence in its membership. Those in the Society have an obligation to monitor oneself and others, but a counselor is ultimately responsible to clients, the profession, and humanity. Ignorance of ethical and legal obligations is no excuse. If the counselor decides not to act or to decide, s/he still has made a choice.

CSI Past President Reflection

I remember CSI members, most of them young and beginning their own professional journeys, actively discussing the topic "The Seven Habits of Highly Effective Chapters" on CSI Day. It was exciting, inspirational, and served to assure me that our profession is in good hands.

Dick Percy, 2001-02

Articles Worth Revisiting

(continued from page 13)

Articles of Interest for Counselor Educators

"On Being a Mentor" by Ed Herr (vol 15, no. 1)

"Is the 'Counselor as a Person' Still a Priority in Counselor Training?" by Paula Stanley (vol 12, no. 1)

"Professional Orientation: Giving Direction to the Counselor's Journey" by Carol Bobby (vol 10, no. 2)

"The Challenges and Opportunities of Counselor Advocacy" by Scott Barstow (volume 13, no. 3)

"Bandits: A Lesson in Identity and Direction" by Sam Gladding (vol 12, no. 3)

Articles on Multiculturalism

"Counseling in a Changing World" by Courtland Lee (vol 18, no. 3)

"Counseling Beyond Tolerance to Mutual Respect and Understanding" by Courtland Lee (vol 11, no. 2)

"CSI and the Challenge of Diversity: An Agenda for Action" by Courtland Lee (vol 9, no. 2)

"CSI Chapters and Multiculturalism: Are We Committed" by Cheryl Holcom McCoy (vol 19, no. 2)

Articles on Leadership

"What I Have Learned from Being a Leader" Reflections by Andrew Helwig and Joe Kandor (vol 14, no. 1)

Chi Sigma Iota

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we stand for as an honor society. It is also our silent employee.

Appreciation for Leadership

Finally, headquarters has operated from a Society of a few hundred members and chapters to an organization of 11,000 active members and over 260 chapters with essentially the same sized staff since 1985. Volunteer leaders at both the international and local level have made this possible by their generous donation of time and talent. Chapter Faculty Advisors are foremost among these leaders and mentors. They do us all proud.

"What are the Personal Challenges You Face When You Assume a Leadership Role? Reflections by Carol Bobby, Judith Miranti, and Jane Myers (vol 13, no. 3)

"Who Was Your Mentor in Leadership Development?" Reflections by Courtland Lee and Joe Wittmer (vol 13, no. 2)

"Can Anyone Be a Good Leader?" Reflections by Sam Gladding, Larry Loesch, and Thomas J. Sweeney (vol 13, no. 1)

"What is a Good Leader?" Reflections by Rose Cooper, Joan England, and Nicholas Vacc (vol 12, no. 3)

Special Editions

"Passageways" (vol 10, no. 2) This edition was devoted to helping students transition out of graduate school and into the workforce.

"Mentoring" (vol 15, no. 1) This edition focused on academic and professional mentoring.

"Counseling in the Future" (vol 18, no. 3) included a challenging article by Courtland Lee on the future of counseling and featured three articles in response to his thoughts.



CSI Past President Reflection

While listening to four CSI leaders do a presentation entitled "Living the Life of a Counselor," I experienced an astonishingly clear, defining insight: Achievement of excellence as counselors is not achieved by what we do; it is who we are!

Geoffrey Yager, 2002-03

Celebrating Twenty Years

(continued from page 2)

panel of visionary leaders of the counseling profession, Carol Bobby, Courtland Lee, Judith Miranti, and Jane Myers, to reflect on leadership issues related to CSI chapters among other topics. During the annual business meeting, we will recognize individuals and chapters that have contributed (and continue to contribute) to the development and success of CSI.

Recognizing Contributions

There are two CSI members I would like to recognize for their contributions to the Society. Dr. June Williams has served as Chair of the CSI Awards Committee and as Associate Editor of the *Exemplar*. This past year she left both of these positions to pursue different opportunities for service to the counseling profession. She left a lasting example of excellence in both of these endeavors. Dr. Bill Nemec retired again this year claiming that it will be the last time. He served as CSI Secretary and President. It was during his presidency and through his leadership that the CSI advocacy initiatives began. He Co-chaired the Advocacy Committee with me and then Scott Gillig. This past year he resigned that position. His contributions to CSI and the profession of counseling are truly significant and he served as a mentor and inspiration to me in my involvement with CSI. June and Bill are but two of the leaders in CSI who will be recognized at CSI Day. It will be a wonderful celebration of 20 years of "Promoting Excellence in the Profession of Counseling." I look forward to celebrating with you.

Technology Corner

(continued from page 16)

that interest you, they generally have no cost, and many have want ads listed.

Where?

How do you get to this information? Simple, just go to the CSI website (www.csi-net.org), click into the Members Only section, and you will

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.

Melvin C. Riddick	Alpha
Richard Vitale	Beta Gamma Delta
Heather L. Brostrand	Delta
Diane M. M. Elliot	Delta Upsilon
Denise M. Croon	Lambda Iota Upsilon
Barbara L. Garner-Hudak	Mu
Patricia M. Beatty	Mu Upsilon Gamma
Bethena L. Boettcher	Phi Omicron Chi
Gary Lederman	Phi Rho
Othello L. Graham	Rho Omega
Audur Kugajevsky	Rho Theta
Valerie D. Loveless	Rho Theta
Harold Fisher	Upsilon Beta
David A. Knight	Upsilon Nu Alpha

CSI Past President Reflection

The best memory I have as President of CSI is speaking an initiation ceremony, looking at the audience of counseling students, counselor educators, and new inductees and thinking that the future of the counseling profession is very bright indeed!

Nancy Sherman, 2004-05

find Job Links. Click on that and over 100 job-related websites are at your immediate disposal to help in finding the position you are seeking.

Appreciation

CSI President-elect Richard Hazler may have initiated and coordinated efforts, but several people deserve particular thanks for their efforts in bringing the site to reality. Ellen

Your Own Changes

(continued from page 12)

nected with other people and realize how unique I am and the importance of being interconnected." *Leticia Orueta, Upsilon Tau Epsilon*

"Each of us had our own set of challenges, but as we bonded as a group, I found that we supported each other through the difficulties and celebrated the victories."

M. Jeanne Reid, Alpha Lambda Rho

"Our support group continues to meet bimonthly. Our friendship is a nice surprise. Such a relationship is like finding a diamond." *Christy Ricketts, Upsilon Sigma Alpha*

"The best part of our program is that our relationships are not laid to rest at graduation. Rather, they are nurtured in order to create a community of support and resources."

Aisha Thomas, Chi Sigma

CSI Past President Reflection

What stands out during my term is how fortunate I was to have the opportunity to work with such committed and dedicated professionals and students. I am also confident that the legacy of CSI is carried on through our chapters every day.

Jamie Carney, 2003-04

Moving or Renewing Your Membership?

You can do both at

www.csi-net.org

Houser of Rho Alpha Mu chapter provided important leads to finding cites, Jake Protivnak of Alpha chapter put in yeoman efforts in finding many cites and then annotating them for easier use, and Jane Meyers of Upsilon Nu Chi did the work of getting materials on the website. So say thanks to Ellen, Jake, and Jane when you get the chance. They deserve it.

Technology Corner

Help Finding Employment is Here!

Richard Hazler
CSI President Elect

It happens when you get close to graduating, when you decide to relocate, when your current position doesn't fulfill you like it once did, or when you want to take a professional advancement step. Searching for a job is a process that stresses each of us, and usually a number of times during our professional careers. Where do you look to find opportunities that match your qualifications? How can you find out what is available hundreds or thousands of miles away? It is a huge task with many unknowns, but technology and Chi Sigma Iota have come together to help.

Helpful Links

The Members Only section of the CSI Webpage now has an extensive

list of links to employment sites all over the United States and even some overseas. One section provides links to National Counseling Related Job Sites such as the American Counseling Association, American School Counselor Association, Department of Defense Education Opportunities, and Social and Human Services Job Links. A broader view is found in another section for National General Job Sites that include America's Job Bank, Federal Government Jobs, and Job Banks USA, and more. If you want help in getting ready to look and need some occupational information or help in developing your resume there are sites for that as well.

National job sites are fine, but many times professionals want

employment in specific areas. One section of the CSI Job Links site for those seeking work in the schools, lists State Specific Education Related Job Sites with descriptions of the kinds of jobs located there. Mental health and agency positions can be a little harder to find, but the State Specific General Job Sites section provides directions to individual state sponsored websites, many of which give particular focus to mental health and social service positions.

Many jobs show up in newspapers, but don't make it to state or national websites; so one Job Links site lists all U.S. Newspapers by state. Here you can find on-line sites for papers serving the towns or areas

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Chi Sigma Iota Exemplar

CSI Headquarters
P. O. Box 35448
Greensboro, NC 27425-5448

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All material must be sent to Cathy Woodyard, Exemplar Editor, Counseling and Consulting Associates, 1216 N. Central Expressway, Suite 104, McKinney, Texas 75070, (Fax) (972) 548-9891, or (E-mail) cwoodyard@texoma.net.