Advocacy seems to be a “buzz” word that has been floating around in the counseling profession for years. Advocacy has been defined as “social activism” that promotes our profession (Myers & Sweeney, 2004, p. 466) and is “aimed at benefiting clients” (Engles & Bradley, 2001, p. 92). It has helped to convey our professional identity; define “professional counselor”; and gain national certification, state licensures, and accreditation standards for educational programs. However, in order to continue moving our profession forward into the 21st century, as well as continue to advocate for our profession and pursue legislative action (Myers & Sweeney, 2004), we need to begin to examine advocacy more closely.

Part of the Mission

Professional organizations, such as the American Counseling Association and the National Board for Certified Counselors, are designed to advocate for the profession of counseling. In addition, the majority of professional counseling organizations include a statement encouraging the advocacy of our profession. One specific association is Chi Sigma Iota (CSI) International. CSI originated in 1985 as a response to feelings of lost professional identity in our field (Sweeney, 2001). CSI is one of the few professional associations that incorporates advocacy and professional scholarship into its mission statement. CSI’s mission is “to promote scholarship, research, professionalism, leadership and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the profession of counseling” (CSI, n.d.). CSI encourages and commends professionals, including students, educators, and practitioners, who have a commitment to research and service that strengthens and advocates for the profession of counseling – including clients, professionals, and the profession as a whole. One method of advocacy is through research (e.g., publications and presentations) and holding positions on committees, insurance boards, projects, and organizations.

Research

Although CSI has committed itself, and encourages counseling professionals, to advocate for our profession, researchers have never examined if members stay true to the mission of CSI. However, in a recent study conducted by the authors, it was found that overall, CSI members published, presented, and held more positions (elected and non-elected) than non-CSI members. The researchers posed the following questions in the current study:

1. Are CSI members significantly different in the amount of research and service they engage in compared to non-CSI members?
2. Is membership to a professional organization, specifically CSI, related to the amount of research and service an individual engages in?

The study was originally conducted to examine the type of leadership styles that existed within the field of counseling; however, the researchers asked the question, “Are you currently a dues paying member of CSI?” This allowed the current researchers to conduct analyses on the data in order to examine whether or not CSI members stayed true to the mission of CSI - advocating for our profession and promoting scholarship, research, professionalism and leadership.

Sample

The sample for this study consisted of 800 members from the Association of Counselor Education and Supervision (ACES) membership database. Permission to access this database was given by the American Counseling Association. The researchers systematically randomly selected every fifth member from the ACES database, cycling through the database two times, resulting in 800 participants. Approval to use human...
The man I was talking to over a cup of coffee at McDonalds saw my CSI pin and wanted to know more: “Is it a club, fraternity, union? Why did you get in?”

My first answer was, “Those are not really the ways I think of CSI.” I told him there was a formal description, but it took some reflection on my basic reason for being a member to find the right words: “It is about growing with a group of people by exploring exciting ideas around counseling, scholarship, and leadership. I need daily interactions with these people who are different from me in experiences, life stages, culture, and professional development.”

Eventually I was able to create a picture for him of how CSI serves as sort of a professional extended family. The family focus is on the local unit (CSI Chapters). These chapter members are the ones who motivate each other to seek just a little more knowledge, understanding, and action taking through daily contact. We share the ups and downs of scholarship and practice in order to keep each of us moving forward. Also like a family, there are young and old, some with more experience, some with less, and each brings widely diverse perspectives on life and counseling. They are growing families that have regular influxes of new students and professionals whose continual growth keeps fresh ideas percolating. Such an evolving family is often a struggle of ideas and wills, but the sharing and growth that emerges has benefits for everyone and creates a closeness that is hard to match in less diverse groups.

Local CSI Chapters are like extended families in that they have an even wider diversity of non-local relatives to support and challenge them. One group brings city lives, another knows farmland, an international contingency challenges parochial ideas, and of course there are the elders who store family knowledge. These extended family groups don’t meet daily, but they are there for rejuvenation and support at family gatherings. CSI day at ACA is one of those general gathering places and then there is the Exemplar that helps the family keep in touch between times. Recent technology advancements are expanding extended family interactions through the CSI Website with its growing accumulation of shared information and support for the local chapters and individual members.

One of my goals for this year is to reinforce our recognition of what we gain from the CSI extended family involvement, not just to be appreciative of it, but more importantly to increase our use of it. Keeping that process of working towards excellence in counseling, scholarship, and leadership moving requires continually finding ways to improve support for local chapters so that those families of emerging and experienced professionals can make the most of their time together. The better use we make of these familial experiences, the more effective leadership we will provide in our profession’s movement to continually improve the benefits we bring to society.

(continued on page 14)
We celebrated CSI’s 20th anniversary in Atlanta. For those who were unable to attend, let’s just say that it was both uplifting and encouraging. Every function from morning to night was very well attended, the programs and sessions were substantive and enlightening, and the promise of even more success in the future was in the air. We had fourteen of our past-presidents of CSI recognized to a standing ovation during the ceremony moderated by President Nancy Sherman. In addition, all Chapter Faculty Advisors were recognized through a process of identification with the number of years that they have served as a CFA. Dr. Jane Myers was the last standing having served consecutively for nineteen years as CFA for three CSI chapters (Alpha, Beta, and Upsilon Nu Chi) as well as Rho Chi Sigma before it merged with CSI. All CFAs in attendance received a new CSI graduation medallion as a memento of the occasion. Chapters were recognized in a 20th anniversary booklet for longevity as active chapters, new memberships, and renewing membership percentages.

We celebrated CSI’s 20th anniversary in Atlanta. For those who were unable to attend, let’s just say that it was both uplifting and encouraging. Every function from morning to night was very well attended, the programs and sessions were substantive and enlightening, and the promise of even more success in the future was in the air. We had fourteen of our past-presidents of CSI recognized to a standing ovation during the ceremony moderated by President Nancy Sherman. In addition, all Chapter Faculty Advisors were recognized through a process of identification with the number of years that they have served as a CFA. Dr. Jane Myers was the last standing having served consecutively for nineteen years as CFA for three CSI chapters (Alpha, Beta, and Upsilon Nu Chi) as well as Rho Chi Sigma before it merged with CSI. All CFAs in attendance received a new CSI graduation medallion as a memento of the occasion. Chapters were recognized in a 20th anniversary booklet for longevity as active chapters, new memberships, and renewing membership percentages.

Panel of Leaders

The day included an outstanding panel of leaders and scholars in the profession (Drs. Ed Herr, Don Locke, Courtland Lee, & Jane Myers) moderated by the Leaders & Legacies authors, John West, Cynthia Osborn, and Don Bubenzer (Kent State University). Emerging leaders responded with their reflections on the scholars’ remarks and the CSI Principles and Practices of Leadership Excellence. The combination of mature and emerging leaders was invigorating as each panelist highlighted different but equally important aspects of leadership. Small groups discussed and shared thoughts on the topic of leadership and their chapters. The small group summaries will be made available through the CSI website.

Awards and Reception

Finally, the day concluded with our annual awards ceremony and reception. We noted another increase in the number of award and fellow nominations both from small and large chapters. With festive CSI colors and balloons, anniversary cake, and lots of visiting going on, members strolled from one Advocacy Poster presentation to another learning a little of what chapters are doing to advance both the profession and the rights and opportunities of our clients. The next day continued committee meetings and a leadership program for all ACA conference attendees also moderated by West, Osborn, and Bubenzer. A good anniversary celebration by all accounts!

Did You Ever Imagine?

From time to time, I am asked if I ever imagined what CSI has become (continued on page 11)
Colin Powell is quoted as saying, “If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception. It is a prevailing attitude.” In reviewing the packets for this year CSI recipients, that comment is certainly echoed! The attitude of excellence was clearly identified in the many packets submitted for review, making the choices extremely difficult. So, congratulations is extended to all who submitted a packet, and the following are those who were selected as illustrating excellence in action this past year.

Chapter Awards

The Pi Sigma Upsilon Chapter (Portland State University) received the Outstanding Newsletter Award for small chapters. Their newsletter combines an eye-catching layout with timely information. It is provided to students in electronic format which allows for efficient navigation to individual articles and/or information.

Iota Delta Sigma chapter (Auburn University) received the Outstanding Newsletter Award for large chapters. The Reflection combines an appealing layout with timely, well-written articles. The newsletter has a regular distribution schedule designed to help students stay current with chapter events.

Three universities worked together to receive the Outstanding Individual Program for small chapters: Sigma Tau Sigma (Texas State University), Alpha Pi, (St. Mary’s University) and Sigma Alpha Chi (University of Texas – San Antonio). This creative program grew out of the vision of these three chapters in close proximity to each other. They wanted to provide students with experience in organizing a professional conference, encourage student presentations, and strengthen professional relationships between emerging and established professionals in the field.

Beta Chi (John Carroll University) received the Outstanding Individual Program for large chapters. They held the 10th Annual Wellness Conference which provided an opportunity for both students and area clinicians to gain timely education and CEUs. This year’s conference, “The Evaluation and Treatment of Sexual Addiction,” provided information about sexual addictions and disorders.

The Outstanding Chapter Award for a small chapter was received by Sigma Epsilon Sigma Chapter (Southeast Missouri State University). This chapter can be described as dynamic, innovative, committed, and goal driven. Their creativity fueled a variety of unique opportunities for involvement and professional development such as native dishes prepared by international faculty members and participation by members in a Habitat for Humanity building project.

Mu Tau Beta Chapter (University of North Carolina – Charlotte) received the Outstanding Chapter Award for a large chapter. This chapter has a consistent history of exemplary service! It sponsored a variety of diverse service opportunities throughout the year. This is a dynamic, hard-working chapter that uses their creativity as a springboard to promote professional development and strengthen professional identity.

The Beta Chi Chapter (John Carroll University) received the award for Outstanding Chapter Webpage. The webpage is attractive, extensive, current, and easy to navigate. Its “user friendly” format makes it easy for members to stay current on upcoming events.

Individual Awards

Karen Hall of the Upsilon Nu Chi Chapter (University of North Carolina – Greensboro) was the recipient of the Outstanding Entry Level Student Award. Karen’s commitment to excellence shines through her letters of recommendation and her list of awards and activities. All of her letters describe her as an exceptional young woman deeply committed to personal and professional development and service with a passion for applying that learning.

Danica Hays of the Chi Epsilon Chapter (Georgia State University) received the Outstanding Doctoral Level Student Award. Her interests in advocacy and community are mirrored in the diversity of her activities. Ms. Hays’ efforts have been recognized by the awarding of several prestigious awards including being selected as a 2004-2005 CSI Fellow. She also has six national peer-reviewed research publications and more than a dozen presentations of her research at regional, national, and international professional conferences.
The Outstanding Service to the Chapter Award was presented to Kelly Kozlowski of the Alpha Rho Chapter (Texas Woman’s University). Kelly’s “can do” attitude and enthusiastic spirit of excellence have successfully contributed to the revitalization of Alpha Rho chapter. Her spark of creativity has served as an inspiration to others in the program to become involved in the chapter. Among Kelly’s numerous accomplishments, she is currently serving as one of the 2004-2005 CSI fellows.

The Outstanding Research Award was presented to Kelly Wester of the Upsilon Nu Chi Chapter (University of North Carolina–Greensboro) and Heather Trepal of the Sigma Alpha Chi Chapter (University of Texas–San Antonio) for their research titled Youth’s Perception of Bullying: Thinking Outside the Box. The authors of this study identified a critical area of concern related to bullying for children and adolescents, as well society as a whole. Drs. Wester and Trepal developed an innovative study utilizing qualitative methods to address the critical question of what constitutes bullying behaviors in the perception of youth. Interviews revealed that perception of bullying spread beyond the typical definition of typical behavior and suggestions were offered that are both preventive and remedial in an effort to affect holistic wellness across the lifespan.

The Outstanding Practitioner Award was awarded to Robin Daniel from the Upsilon Nu Chi Chapter (University of North Carolina – Greensboro). Dr. Daniel has served as Director of Counseling and Disability Services at Greensboro College since 2001. The Dean of Students described his commitment to the students and the community as “incredibly accessible” and “having a positive impact on the community.” He has been described as skilled at conceptualizing cases, designing interventions, and implementing those interventions. As a clinician, he is able to bring current best practice standards into the classroom.

Dr. Debbie Wells of the Mu Sigma Upsilon Chapter (Mississippi State University) was presented the Outstanding Practitioner – Supervisor Award. Dr. Debbie Wells established Wells Counseling Association in 1996 and provides supervision leadership in a variety of settings. She currently serves as Chair of the Mississippi LPC Board and is involved with the development of licensure portability across states. She helped design and implement state-wide LPC supervision training in Mississippi, and in 2002, she was selected as the Licensed Professional Counselor of the Year by the Mississippi Counseling Association.

Thomas J. Sweeney Professional Leadership Award

Dr. Courtland Lee of the Alpha Delta Chapter (University of Maryland) received CSI’s highest honor, the Thomas J. Sweeney Professional Leadership Award. Dr. Lee has been and continues to be an exceptional leader in professional organizations. He is the first American to be elected President-elect of the International Association for Counseling (IAC) and has served in a variety of leadership positions too numerous to mention. His profes-

(continued on page 14)
This year's Intern and Fellow Selection Committee carefully reviewed the applications of all who applied to become fellows and interns, and ten excellent applicants were selected to serve Chi Sigma Iota during the 2005-2006 year. A brief description of the credentials of the successful candidates follows.

Fellows

Tiffany Bowling is the president of the Kappa Sigma Upsilon Chapter at Kent State University. She is described as “a driven, democratic person who is able to motivate others.” Her research interests center on marriage and family counseling, resiliency, and mentoring.

Chi Epsilon at Georgia State University is proud of its fellow, Sarah Brown. Sarah has been involved in their chapter as she works on her doctorate but was also very involved in the Omega Upsilon chapter in West Virginia during her work on her master’s. She has served as an assisting managing editor for the Journal of Individual Psychology.

Telsie Andrew Davis is pursuing a doctorate in Counselor Education and Practice at Georgia State University. She is the president-elect of the Chi Epsilon Chapter. She is a Licensed Professional Counselor, a National Certified Counselor, and an Associate Alcohol and Drug Counselor. She is described as a natural leader and driven to make a difference.

Rachel Hoffman, president of the Eta Chapter (Youngstown State University) serves on the advisory committee to the Dean of the College of Education, was the Commencement Speaker for the class of 2005 at YSU, and serves as the student representative for the Eastern Ohio Counseling Association.

Described as “a serious scholar with a commitment to excellence, and a congenial individual who relates well to others,” Kerrie N. Kardatzke attends the University of North Carolina at Greensboro and is president-elect of the Upsilon Nu Chi Chapter.

Kerri’s future research interests are still undetermined, but some of her interests lay in multicultural adoption issues and resiliency factors in the adult children of divorce.

Much of the revitalization of Texas Woman’s University’s Alpha Rho chapter was due to the passion and commitment of its president Kelly Kozlowski. Kelly is described as a person who exemplifies leadership. She is currently a school counselor and is involved in many advocacy activities.

Jessica Kramarik is described as the “heart and soul of the Gannon University’s Gamma Upsilon chapter.” Currently, she is the founding president of the chapter and has helped write the chapter bylaws, develop the chapter committees, coordinate the chapter’s fundraisers, and complete a 2005 Excellence Grant Proposal.

John Carroll University’s Beta Chapter appreciates the efforts of Matthew P. Orlousky who serves as chapter president and newsletter chair. He is described as being intellectually curious, diligent, responsible, and concerned about others. Matthew is now working at both the Cleveland Clinic Foundation and Ohio State University doing quantitative research.

Patti Wilson is described as being “a relentless worker who is diligent in her sense of responsibility.” She has served as President-Elect of the Alpha Rho Chapter at Texas Woman’s University. She has also assisted in designing and publishing the chapter newsletter while being employed as a school counselor.

Interns

From the ten fellows, two are chosen to serve as CSI Interns for 2005-06. They were Jason King and Lea R. Flowers. Lea R. Flowers is described as “the personification of an emerging leader.” She is the President-Elect of the Alpha Eta Chapter at the University of New Orleans. She is President of the Counseling Organization for Graduate Students, and the co-creator of a Doctoral Mentoring program.

Jason King serves as the president of the Upsilon Psi Chapter at the University of Phoenix, Utah Campus. In 2002, he was awarded the “Outstanding Graduate Student of the Year” by the Utah Counseling Association.

Congratulations to each of these worthy recipients. We encourage all chapters to support their outstanding members in applying to become a CSI Fellow or Intern in 2006-07.
Edwin L. Herr

Dr. Edwin L. Herr is retired after 35 years of service at Penn State University, where he helped to create the graduate program in Counselor Education. He is also a Past President of Chi Sigma Iota. In the midst of the hustle of the ACA convention in Atlanta, Dr. Herr agreed to share some of his thoughts and experiences in this interview. You can read the complete interview with Dr. Herr on the CSI website at www.csi-net.org.

Connie: Since you have written so much about work, would you start by talking about the first job you ever had?

Dr. Herr: Here “job” is loosely defined. I used to haul market baskets in my little red wagon from the local farmer’s market for rich ladies. Usually they would give me a dime.

I was probably twelve. Interestingly enough, every Saturday, one very well dressed lady would come looking for me and I would take her baskets just a few blocks and she’d give me a dollar. I didn’t know who she was at that time. My mother told me much later when I was home on leave from the Air Force that she owned the brothel in town. I was planning to go see her and thank her for her kindness years earlier, but unfortunately she was killed by one of her “girls.”

After college I immediately volunteered to go into active duty in the Air Force. Then I taught in the high school from which I graduated, for one year.

Connie: So when you got into that high school as a teacher?

Dr. Herr: The first teacher who saw me was my algebra teacher. And she said, “It’s so good to have one of our good college prep students coming back to teach.” And I said, “I wasn’t college prep, I was a general student.”

Connie: How did your own personal experience of having been that general student impact the way you interacted with your students?

Dr. Herr: It made clear to me that there are an awful lot of bright people who are poor. When I worked in the shoe factory there were some very bright people. Many of them didn’t graduate from high school. After I got out of the service I worked in heavy construction for three summers while I was in graduate school. I ran a jackhammer 12 hours a day. I learned that there are an awful lot of people in construction who are just amazing—gifted in math, conceptualization, and so forth but not educated. A lot of the things that I wrote about through the years had to do with employment. For instance, when students went to work directly out of high school they were treated as second class citizens. They still are. It’s such an unfortunate thing because the people who grow up to be the contractors and the plumbers are the ones who glue this society together.

I spent the first year teaching back at my home high school and decided that wasn’t the way I wanted to spend my time. I had a couple of contacts with school counselors in
subjects in the current study was granted by Kent State University's Institutional Review Board.

For the current research questions, the demographics form was used. Participants were asked to report whether they were currently a dues paying member of CSI, along with reporting the number of positions they have held-excluding CSI specific positions (including presidental positions, committee members of various organizations, directors or project coordinators), presentations at conferences, and publications (including peer-reviewed, online, newsletters, etc). Other instruments were used to collect other information from participants for leadership styles and counselor characteristics for the purpose of the main study, but they were not used in this study.

The final sample consisted of 232 participants from the field of counseling (29% response rate). Sixty-two percent (62%) of respondents were female. Table 1 shows the demographic breakdown for both CSI and non-CSI members. The majority of respondents were Caucasian (88%), with 3% identifying themselves as African American, 2% as Hispanic, 4% as other. Less than 1% of participants identified themselves as Asian American, Native American, or Pacific Islander. Participants ranged from 26 to 83 years old, with a mean age of 48.59 (SD=12.29). The majority of respondents had their master's (n =113, 49%) and doctoral (n =110, 48%) degrees, with 8 participants reporting having only received their bachelor's degree at the time of the survey.

Results

Analysis of variance, independent t-tests, and multiple regressions were used to examine the research questions. Specific and detailed information about the analyses and results will soon be available on the CSI website (www.csi-net.org). In general, CSI members were found to publish, present, and hold significantly more service positions than non-CSI members, thus, holding true to the mission of CSI. The majority of the analyses were statistically significant (p<.05); however, even the few instances that groups were not found to be significantly different CSI members still reported a higher level of activity. For example, the number of publications was not found to be significantly different between CSI and non-CSI members for counselor educators. However, counselor educators who were CSI members reported, on average, 17 more publications than did counselor educators who were not CSI members.

Specifically, being a member of CSI is not “just another line on your resume”; instead, CSI seems to stay true to its original purpose, which is stated on the CSI webpage (n.d.), indicating that CSI was “established for counselors-in-training, counselor educators, and professional counselors whose career commitment is to research and service through professional counseling.” Although it can not be determined in the current sample as to whether individuals who already advocate for our profession through service and research join CSI, or membership to CSI encourages individuals to participate in service and research – the members of CSI appear to stay consistent with its mission statement which is to “promote scholarship, research, professionalism, leadership and excellence in counseling.”

As mentioned, more specific information about the analyses, limitations, and methodology can be found in the paper titled It's Not Just Another Line on Your Resume which will be available soon on the CSI webpage.

References


SUMMER, 2005 PAGE 9

Faculty Advisor Highlight

Dr. Kenneth McCurdy:
Laying the Foundation for Future Leaders

Holly Hartwick Moorhead

Dr. Kenneth McCurdy

One of Dr. Kenneth McCurdy’s favorite sayings is *carpe diem*, seize the day. As Chapter Faculty Advisor to the Gamma Upsilon Chi chapter in Erie, Pennsylvania, Dr. McCurdy encourages his students to do this by being an active presence in the community, advocating for professional counselor identity. Though a relatively new CSI chapter established in 2003, Gamma Upsilon Chi is significantly promoting professional counselor identity at the university level and within the greater community.

Why a Chapter Faculty Advisor?

Dr. McCurdy’s involvement with Chi Sigma Iota began when he was a master’s student at the University of Scranton and served as vice president of the Chi Delta Rho chapter. During doctoral studies at Ohio University, Dr. McCurdy went on to serve as vice president and president of Alpha chapter and was a 1997 CSI Fellow. He worked closely with program faculty and chapter advisors who provided leadership, support and encouragement. Furthermore, Dr. Sweeney and the officers of CSI influenced his development as an emerging leader. This mentorship has inspired Dr. McCurdy to pass along this investment to other counselors-in-training, in part, through being a Chapter Faculty Advisor.

When asked what keeps him committed to being a Chapter Faculty Advisor, Dr. McCurdy notes that the “energy and motivation” of his students is a driving force that has positively influenced staff, faculty and students at Gannon University and “consequently, the [counseling] master’s program is growing in influence within a department consisting of a doctoral psychology program.” Yet, with any leadership endeavor, there are successes and challenges to face. Dr. McCurdy identifies several challenges involved with starting a new chapter including, providing guidance in necessary details such as setting up a bank account, attaining 501(3c) status, and getting university recognition. However, most of these are “one time” events and the positive attitudes of chapter members and supportive program and department faculty are a great source of encouragement.

A History of Leadership

Dr. McCurdy brings teaching and clinical expertise to his Chapter Faculty Advisor role. Currently, an assistant professor in Gannon University’s Community Counseling program, he previously served as Director of the Counselor Education Program at Malone College and an adjunct faculty member at the University of Scranton and the University of Dayton. He maintains several research interests, including WebSupervision / Web-Counseling, professional identity in counseling, ethical and legal issues in counseling, counselor education and supervision, Adlerian/Individual Psychology, disaster mental health issues in children, and play therapy. Dr. McCurdy also is completing a post-master’s advanced certificate in Individual Psychology through the North American Society for Adlerian Psychology. In supervisory and administrative roles, Dr. McCurdy has served as Director of Social Services for a residential school and treatment facility for delinquent and dependent youth.

Dr. McCurdy belongs to a myriad of professional organizations and has taken on various leadership positions, including member and chair-elect of the Cyber-Technology committee for the American Counseling Association, section newsletter editor for the North American Society for Adlerian Psychology, and within the Pennsylvania Association for Counselor Education and Supervision he serves as chair of the Counselor Education committee, as well as Website co-Coordinator. Within Chi Sigma Iota, Dr. McCurdy is a member of the Advocacy and CSI Day Advocacy Poster Session committees, and is co-editor for the Advocacy Tips column in the *Exemplar*.

The Importance of Professional Advocacy for CSI Chapters

Dr. McCurdy believes that “advocacy is a core component of a counseling identity.” As such, the Gamma Upsilon Chi chapter designed events to advocate for professional counselors and the profession, including a “Counselor Wellness Day” for all new students, advocacy letter writing campaigns, and professional development activities such as monthly meetings of the Erie County School Counseling Association and monthly TAPTalks colloquia (telephone teleconferences administered by the North American Society for Adlerian Psychology). Gamma Upsilon Chi is undertaking another innovative project in partnering with Erie’s profess-

(continued on page 14)
An Interview with Dr. ED Herr  
(continued from page 7)

that high school which I found to be very unimpressive.

Con: Unimpressive?

Dr. Herr: I was disappointed in their attitudes toward students. At any rate, I decided to go to graduate school and was accepted to Teacher’s College at Columbia. In order to go through there I got a teaching job at an inner city high school in a very interesting urban area. A lot of kids were minority and most of them at risk. I went there as a business teacher but within several weeks the principal decided I should be a teacher-counselor.

After I finished my master’s degree I was in an automobile accident and I was totally burned. I was in a hospital for five and a half months. The only original skin on my face is here (pointing to his forehead). All the rest of it was replaced or healed over several months. My eyelids are made out of my ears. My hands are made out of my legs. My legs are made out of other parts of me. I was morphine-addicted because of the pain visually impaired. It took me a year to make a fist. I went back to my job as a counselor and I was very much concerned because I didn’t know how kids would react to my burns.

Con: How did they react?

Dr. Herr: They were very good. I got out of the hospital in December and the principal wanted to know why I wasn’t at work: “We’re saving this job. The kids need you. Why don’t you come up here and see me?” My father went along. We went into the principal’s office and he said, “Well, when are you coming back to work?”

I went back to work and the kids didn’t pay attention to it at all. I was assigned to several kids who were in trouble. One kid’s name was Carl and once I got back to work I was seeing him almost every day. After about 3 weeks I guess he looked at me one day and said, “What the hell happened to your hands?” I told him and that was it. Had he said, “What the hell happened to your face?” I don’t know how I would have responded.

Con: How has that experience affected your counseling work?

Dr. Herr: I think it helps you understand more fully how people who are powerless, and say they are hurting, really feel. You have all these feelings about being isolated. You don’t really want to get out of the hospital because it’s a protected environment and everybody’s got problems there.

Con: So now you are somewhere in between the masters and the doctoral program?

Dr. Herr: I was accepted in the doctoral program and actually lost a year. I had finished the master’s the month before I was in this accident. I served as a school counselor and director of guidance while I was in my final year of the doctoral program. I was teaching, doing my coursework, trying to write my dissertation. Eventually, Penn State came along and invited me to come up there and create the Department of Counselor Education. I was at Penn State for 35 years doing all kinds of “acting” jobs: acting Assistant Dean, Acting University Director of Vocational Education. I used to say that I should have studied performing arts because I’m always acting. I retired in June 2003.

Con: How retired are you?

Dr. Herr: Not very. When I retired Penn State told me I could keep my office and my secretary. I mentor a couple of young faculty and I’ve been fortunate enough to be working with several doctoral students. I’ve been writing and revising books, articles, and speeches.

Con: That sounds a lot like working to me.

Dr. Herr: I really enjoy those opportunities. I play in three bands and that sort of takes up the rest of the time.

Con: What kind of music do you play?

Dr. Herr: I play trumpet in the State College Area Municipal Band, which is a concert band. I also play in the Senior Citizens Jazz Band and the Senior Citizens Dance Band; we play 40s and 50s work like Glenn Miller, Count Basie, and Duke Ellington.

Con: Your involvement as a counselor educator has spanned a major portion of the counseling profession. What thoughts or advice would you offer to new counselors entering our profession?

Dr. Herr: Counselors coming into the profession, I hope, realize what people have done for them. I look at Chi Sigma Iota and the variety of advocacy initiatives that are going on there: the commitment to excellence, to professionalism, and to standards. Those have been hard won battles. New counselors really need to look at their own commitment in relationship to the kind of commitment that has been made for them in the last 25, 30, 40 years. I say to my students, “If you’re not willing to give all you can towards this, don’t do it. You really need to see yourselves as statespersons for the field.”

Moving and Need to Change Your Address?  
Renewing Your Membership?

You can do both at www.csi-net.org
as an organization—over 11,500 active members, 264 chapters, 45,500 initiated members, and growing steadily both in numbers and activities. My answer is simple: CSI is still to become what I’ve imagined! As I speak at CSI initiations, I am lifted up by the enthusiasm, pride, and hopes of those new to the profession. I believe that we are experiencing a significant and profound shift both within CSI and the profession. Professional counselors know who they are and they like it! They are asserting in a positive way that they have specialized knowledge and skills to share through their work, research, and writing.

For example, a pilot study initiated in 2001 by CSI members Kelly Wester and Todd Lewis suggests that the CSI members of the Association for Counselor Education and Supervision (ACES) publish, present at conferences, and hold leadership position to a greater extent than other members of ACES (see article on page 1). In short, CSI members actively create and share knowledge, expertise, and leadership. Early in our first 20 years as an organization, three past presidents of ACA became presidents of CSI. More recently, three past-presidents of CSI have become presidents of ACA including current ACA President Sam Gladding who has done so much for CSI. I believe that a new cadre of CSI leaders is emerging within the profession at the local, state, and U.S. national levels.

As both NBCC and CACREP grow in international influence, CSI will inevitably grow with them in new and exciting ways. It is no accident that CSI has been an advocate for diversity and multiculturalism both in leadership and activities as a Society. Likewise, our name with “international” was deliberate from its inception. Two of our staunchest supporters and members came from the Philippines to represent their chapter at our 20th anniversary, Drs. Lily Rosqueta-Rosales and Rosenda Gracia!

Such extraordinary commitment by our friends and colleagues abroad set a high standard for us to emulate within the greater community of counselors worldwide.

Looking to the Future

So as we anticipate the future of CSI, let us see our growth and accomplishments as just the beginning of what should become a truly international society dedicated to personal and professional excellence in the preparation and practice of professional counseling. Let us be a voice for optimizing human development over the life span in a holistic, culturally appropriate manner. And through our lives and services, help us to become advocates for a world community where mutual respect, peace, justice, and well being for all is the desired end result. In short, let us dream big and stay the course that has helped us to become what some call “stakeholders” in the profession. CSI is more than a line on anyone’s vita, Much more!

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.

Christopher Massar
Jeannie McCune
Jaclyn Russo
PJ Wenger
Melissa Peters
Jessica Henry
Landry Dixon
Kristen Hunt
Dominic Carnuccio
Karen Jowers
Victoria A. Washington
Hilary P. Phillips
Beth E. Lanners
Arelia R. Dalton
Tamika Bennett
Dawn Brislin
Kathleen O. Markovich
Meg Y. Schaeffer
Danielle M. Pagley
Darlene Dyson-Dixon
A. Scott McGowan
Brynn Carroll

Alpha Beta Chi
Alpha Beta Chi
Alpha Beta Chi
Alpha Epsilon
Alpha Iota
Alpha Upsilon
Alpha Zeta
Beta Gamma Delta
Beta Mu
Beta Phi
Chi Chi
Chi Epsilon
Chi Epsilon Sigma
Chi Sigma Upsilon
Delta Chi
Epsilon Kappa Upsilon
Kappa Sigma Upsilon
Nu Sigma Chi
Pi Alpha Chi
Rho Alpha Eta
Sigma Kappa Chi
Sigma Kappa Chi
Chapter Happenings

Leading and Mentoring

June Williams
CSI Associate Editor

This column of Chapter Happenings highlights programs and activities at the chapter level that focus on leadership development and mentoring. Thanks to all of the officers and faculty advisors who submitted this information on behalf of their chapters.

Workshops

One way that chapters develop leadership is by providing workshops and offering opportunities for networking. Sigma Alpha Chi (The University of Texas at San Antonio) held its First Annual Lunchtime LPC Workshop with two Texas LPC Board Members presenting on influencing the counseling profession at the state level, the function of licensing boards, and recent changes in licensing requirements. Sigma Zeta Chi (Xavier University) sponsored several workshops and social events to help counseling students learn to network across counseling fields. They also established the first Presidential Award and held a Career Night, which focused on developing resumes, conducting job searches, and offering opportunities for networking, leadership development and mentoring. Alpha Lambda Rho created a workshop for second-year students to learn about job search techniques, current issues in the field, licensure, and resume writing. A panel of alumni shared their experiences and suggestions.

In addition to offering four professional workshops, Alpha Theta (California State University, Bakersfield) provides six scholarships to students at each workshop. Special luncheon seating with workshop presenters is offered at every workshop where students can network informally with practicing professionals. Linking leadership and advocacy, Alpha Omega presented a poster at CSI day highlighting how the chapter has been active in professional advocacy at the local, state, and the national level. Epsilon Kappa Upsilon (Eastern Kentucky University) developed leadership by sponsoring students to attend both the ACA and KCA conferences.

Review Sessions

Each semester, chapter officers of Alpha Upsilon (University of Akron) organize review sessions and study groups for the master’s comprehensive exam. They also organize a New Student Orientation which introduces students to CSI, faculty and each other. Students have the opportunity to be assigned a mentor who provides support and shares experiences.

Peer Mentoring

At the meeting where Beta Gamma Delta (California University of Pennsylvania) officers proposed a peer-mentoring program, a devil’s advocate asked, “With all we have going on, why should we do this?” The answer: “Because it’s perfect practice!” That message helped to advertise the program, and members have responded enthusiastically. That same enthusiasm has enabled Kappa Zeta’s (The University of Memphis) mentoring program to successfully pair new students with advanced students for the past three years. The addition of TGIF Mentor Night offers dinner but more importantly a platform for discussion on various topics. The meetings have promoted cohesiveness among students and introduced students to the value of participating in professional organizations such as CSI.

During fall orientation, Alpha (Ohio University) pairs all incoming master’s and doctoral students with second-year students. Students network over lunch, new students have their pictures taken, and campus and building tours are provided. Mentors assist mentees by acclimatizing them to the program, answering questions, and providing support. Another successful program by XI Chapter (Western Illinois University) pairs beginning students with advanced student mentors at the New Student Orientation. Mentors are encouraged to contact mentees throughout the semester and invite them to become involved with CSI events.

To recognize members who excelled as mentors, Iota Delta Sigma (Auburn University) created a Mentor Award that was presented at the annual induction ceremony. In addition to receiving public recognition, the recipient receives a special certificate and gift.

Taking advantage of current technology, Beta Phi Chapter (Bradley University) is implementing an online mentoring program. Students or alumni with questions can find mentors’ bios and e-mail addresses on the web page and can e-mail a mentor whose experience most closely matches their area of interest or is related to their question. The online mentoring web page is http://home.insightbb.com/~betaphi/counselor_mentoring.htm.

Officers Training Officers

Outgoing officers of Sigma Tau Sigma (Texas State University-San Marcos) organized an overnight officer retreat that focuses on developing collaborative relationships, exploring leadership styles, communication, and planning activities for the year. A professionally facilitated outdoor challenge course increased trust among participants. One important leadership development for Theta Alpha Mu (Texas A&M University - Corpus Christi) was when the current execu- (continued on page 15)
Student Insights Column

How Would You Say Your Involvement in Chi Sigma Iota Has Benefited You?

Edited by Liz Mellin and Richard Hazler

Who I Am

Involvement in Chi Sigma Iota motivated me to become more involved in the profession by doing research, writing articles, presenting at conferences, and meeting the leaders of our profession. Through this process, I realized that CSI and the profession of counseling were a lot more rewarding than I could have ever imagined. Chi Sigma Iota helped me to understand that being a counselor is not just a job or a career, but it is who I am personally and professionally.

Submitted by Christopher P. Roseman, Alpha Omega Chapter

Developing Professional Identity

Initially, I offered to become involved in starting a chapter because I thought membership in a professional honor society would be “another line on my vitae.” Since that time I have chosen to be actively involved at the national level through the Leadership in Counselor Education Fellowship. My involvement in CSI has taught me “initiative, assertiveness, and creativity that are so important to success as a professional counselor in the real world” (Hazler & Kottler, 2005). CSI has helped me grow and continues to assist in the development of my professional identity.

I recently attended the ACA conference and had the pleasure of meeting Dr. Tom Sweeney. At the CSI business meeting he stated, “Chi Sigma Iota is much more than a line on your vitae!” This remark was heartfelt and summed up my experience with CSI. Although membership initially served as “another line on my vitae,” it has proven to be much more. Through my participation, I have been able to build upon my existing leadership skills. In addition, and most significant to me, I have developed my professional identity as a counselor-in-training. Membership in Chi Sigma Iota is much more than a line on my vitae!

Submitted by Jessica Kramarik, Gamma Upsilon Chi

Opportunities and Experiences

For me, being a member of Chi Sigma Iota has been very important in my growth as a counselor. Over the years my identity as a counselor has grown, and the main reason for this growth, I believe, is that I am a member of Chi Sigma Iota. Because of CSI, I have the opportunity to be around others that have similar beliefs and ideas about the counseling profession. This has also provided me with ample experiences that have helped me grow.

Being a member of Chi Sigma Iota is also important to me, because it provides me with the opportunity to use my understanding of the profession to provide support and to increase awareness of the profession to others. I have had contact with various members of the community who do not understand what it means to be a counselor. With the work that I have done as a member of CSI, I am not only able to help others in the community, but I am also able to increase their understanding of counseling and its importance for individuals and the community.

Submitted by Andrew M. Burck, Alpha Omega Chapter

These submissions in their entirety can be found on the CSI webpage at www.csi-net.org.
Student Ideas and Experiences Needed for Publication!

Richard Hazler and Liz Mellin
Co-Editors

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 July 15
What courses are having the most effect on your professional growth?

Submission deadline November 15
Service to others is an important function of our profession. What benefits have you experienced or do you expect to see from CSI Chapter sponsored service activities?

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.

Our Chi Sigma Iota Family (continued from page 2)

Success begins with you, so here is a small 3-2-1-Share Challenge to get you started in making better use of your CSI extended family:
• Seek 3 new ways to gain more involvement with those in your local family chapter
• Learn 2 new pieces of useful information from the family information storehouse (http://www.csi-net.org).
• Make 1 new connection with someone from another chapter. Share what you learn with CSI family members. It’s the responsible and caring thing to do.

Our Chi Sigma Iota Family
(continued from page 2)

Awards Presented in Atlanta
(continued from page 5)

personal service record is extensive, and he has more than 70 publications related to diversity and multiculturalism. He is a person of integrity that holds true to his values and beliefs without imposing or alienating those who see the world differently.

Appreciation

My special thanks to the valuable contributions of a wonderful committee! They not only willingly gave of their time many of them did so over the Christmas holiday break. They are passionate about excellence in our field and contributing service to our organization. Thank you, John Alleman, Jamie S. Carney, Reba J. Criswell, Colette T. Dollarhide, Kathy M. Evans, Dwayne E. Ham, Alyssa Ellis Killebrew, Kelly Kozlowski, Allison M. Metz, Anita Neuer, Ken Norem, Krylyn Peters, Brian S. Rodgers, Stephen Snow, Cathy Woodyard, Jacqueline A. Walsh, Lois C. Wedl, and June M. Williams. A special thanks to my co-chair, Julie Stephan.

Dr. Kenneth McCurdy
(continued from page 9)

sional counseling organizations to advocate for awareness of a counseling identity and the profession, such as the Crime Victims Center of Erie County.

The Personal Part

Dr. McCurdy notes, “People who know me generally recognize that the first thing I do when I see a friend at a conference is show pictures of my children.” With his wife, Debbie, Dr. McCurdy enjoys spending time with Meghan, 5 years old, and Konner, 3 years old, and gradually introducing them to the joys of hiking and camping. Practicing self-care also is a priority for Dr. McCurdy, who spends as much time as possible outdoors, hunting, and golfing.

In sum, when asked to share some words of encouragement for counselors, Dr. McCurdy offers sound advice for students, practitioners, and educators alike, “be the kind of counselor and human being we want others to be,” i.e., a helpful model to follow in our efforts to help others and to advocate for our profession.
Advocacy Tips

Call to Advocacy

Kenneth G. McCurdy and Scott E. Gillig

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. Please submit your “Counselor Advocacy Tips” (100 words or less) by September 15, 2005, to Scott Gillig by email sgillig@mail.barry.edu or mail them to Scott Gillig, Barry University, 11300 NE Second Ave., Miami Shores, FL 33161-6695.

The following was submitted by Dr. Becky Willow, a newly initiated member of Chi Sigma Iota, Gamma Upsilon Chi chapter, and a new faculty member in the Community Counseling Program at Gannon University in Erie PA.

Call to Advocacy for New Members

We counselors have not been adept at self-advocacy. The mere idea of advocating for ourselves offends our moral sense. We like the idea of advocating for our clients and students and working for political and social change for the sake of others, but advocating for our profession seems distasteful and un-magnanimous. The fact is, however, that unless we promote our profession, our clients and students will be the ones who suffer.

In a profession whose purpose is the healing service of others, such professional advocacy is not self-centered, but is, by its very nature, mutually beneficial. Unless we resolve to harness our political power, we can expect that it is our clients who will eventually suffer. The challenge for all of us is to become more intentionally aware of opportunities to promote our profession starting in our daily sphere of influence. It seems that in many everyday ways, advocacy is attitude. It is being intentional about inviting the world to see what we do and why.

In 1998, the Executive Council of Chi Sigma Iota, decided to make advocacy for counselors a sustained commitment. Twice, an invited group of leaders in the profession met to share, discuss, and compare perceptions on a common vision for the advocacy of counselors and the services that they provide to others. The reports of both conferences and the strategic plan for advocacy are provided in full on the Chi Sigma Iota website. Also on the website are advocacy materials, presented along six advocacy themes arrived at through these conferences. Our national and state counseling associations also have advocates working for us. It is a simple and important process to join list-serves and check websites to stay updated on opportunities that those associations provide to be “point and click” advocates. Updates from these sources allow us easy and effective ways to make our voices heard in the legislatures by e-mailing letters of support.

Keeping ourselves informed about who is advocating on our behalf and empowering those bodies with our membership and full support is a way that we can take part in the professional counselor advocacy movement. Helping to champion these initiatives is critical and is, for most of us who are on the receiving end of all of the electronic updates, a simple task.

Lastly, what we often fail to realize is that advocacy is just as important close to home, where we live and work. We may not want to wait any longer for others to organize, or leave it to someone else to speak up, to design policies and procedures that streamline processes for clients and counselors, or wait until next year to join an organization. We need not wait any longer.

Leading and Mentoring (continued from page 12)

The tive board asked the newly elected officers to the April team meeting. Current leaders discussed with them the Principles and Practices of Leadership Excellence from CSI day in Atlanta, gave them the handout and encouraged them to share their vision for the future. As one of our newest chapters, Sigma Upsilon (Syracuse University) has already begun to develop new leaders by encouraging participation in various committees and offering workshops and other events.

To promote leadership, the Upsilon Nu Kappa Chapter’s (University of Nebraska at Kearney) outgoing officers meet one-on-one with incoming officers. At this time, The Book, consisting of officers’ responsibilities and notes from the previous year, is handed over. The officers also develop interpersonal skills by holding a group session in a conference room where new officers ask questions and old officers quiz new officers on situations that may arise within the organization.

CSI Treasurer’s Report

Available on CSI Webpage

www.csi-net.org

CSI Scrapbook Online

Check out the new CSI scrapbook capturing CSI’s history.

Go to www.csi-net.org and click on “What is CSI?”
Chapter Development Tip

Nancy L.A. Forth & Holly Hartwig Moorhead
Committee Co-Chairs

As Holly mentioned in the last issue of the Exemplar, chapter development is both a process within Chi Sigma Iota chapters as well as a service that CSI Headquarters provides to its chapters around the world. In this edition, Holly and I would like to turn our attention toward CSI leaders (both Executive Council members and Faculty Advisors). How can they (you) be supported in a leadership role? Here are a few ideas to consider.

**Mentoring**

In the Exemplar (Fall, '04) article, we stated that mentoring is an effective means in assisting in the achievement of life’s dreams. In addition, it facilitates the individuals’ feelings of competence and satisfaction. Over the years we found mentoring essential in our lives (as counselors-in-training, CSI leaders, and as counselor educators). In particular as a CSI leader, having your own CSI mentor is key in your development as an effective leader.

**Work for Balance**

We have all heard this before—we often encourage our clients, CSI members, and students to work toward balance. So, it would make sense that if we believe it is important for others to do, as CSI leaders it is also important for us to follow the same recommendation. Yes, you’re right, this does require some thought (what does balance mean to me), action (how and in what way might I achieve balance), and perhaps the most difficult of all – motivation (how can I do this when time so precious and always seems lacking). In the words of American author, Alice Walker, “Every small positive change we make in ourselves repays us in confidence in the future.”

**Stay Connected**

With extremely busy schedules, we sometimes emotionally or physically pull away from others. As counselors we recognize that this can be helpful, giving us time to reflect and recharge, but it can also lead to isolation. Whether with your CSI mentors/leaders or other CSI members, at local, state, regional, or national/international workshops and conferences, staying connected increases your support system that can serve to inspire creativity and revitalization.

These are just three ideas we believe are helpful for us. We hope you will find them useful whether as a reminder or as a “spark” of an even better way for you to feel supported. We welcome your thoughts, questions, and feedback concerning this topic. Contact us at forth.nancy@uis.edu or hmoorhead@walsh.edu.