Imagine you are on a stage, bright lights shining, and you begin to juggle three rubber balls. The initial anxiety of the performance fades and you begin feeling comfortable with the task. A stage hand lobbs another ball at you forcing you to adjust your rhythm and routine to accommodate juggling four balls. Then another ball is thrown at you. This happens repeatedly until you find yourself juggling ten balls. You are now feeling panicked. People gather at the bottom of the stage. They ask questions: how long have you juggled? How did you learn to juggle? You answer while still struggling with your task. Finally, someone asks if they could try juggling. You pass them two balls, noticing immediate relief. You are able to give the new juggler some pointers and encouragement as he begins to juggle. The crowd members watch the newcomer and then ask for their turn. You now have four balls...your load is manageable...enjoyable. You are able to move around the newcomers, instructing and encouraging them.

If you have found yourself “juggling” too many responsibilities and duties in your chapter of Chi Sigma Iota (CSI) you may be feeling drained and possibly on the verge of burnout. The ability to pass the ball to others in your chapter can be both an effective way to empower them to step into leadership roles while accomplishing your many chapter goals.

Transformational leadership is present within many areas of CSI’s Principles and Practices of Leadership Excellence (2005). Principle Eight articulates that “Exemplary leaders place a priority on mentoring, encouraging, and empowering others." The CSI leader can share the juggling act with others by applying four transformational skills as described by Fisher (2009): idealized influence, intellectual stimulation, individual consideration, and inspirational motivation.

Both idealized influence and inspirational motivation are similar in concept to Principle Four titled “Vision of the

(continued on page 13)
Where were you 25 years ago? How have you grown in that time? CSI is 25 years old and I'm... well ... significantly older than that, but I've found that CSI's growth and my own have moved along similar paths. The paths show connections of purpose, ideals, and growth from fresh starts to unexpectedly larger vistas. I am honored to be president of CSI, particularly at this stage of honoring the society's history and planning for the future. In this first column as president, I want to share some of these connections of history and mission that highlight what I believe to be the foundation for CSI's future planning.

Scholarship

CSI made a decision 25 years ago to begin with one chapter and accepted the first member at Ohio University, meanwhile I was making a decision to leave the family flower shop after 20 years. A key motivator for CSI was to emphasize scholarship in Counselor Education and I had decided to honor my own need for scholarship by going back to school for a degree in psychology. The excitement of going beyond work assignments to explore ideas, people, and their needs in a community of other learners with similar motivations was then and is now still at the heart of CSI and my own motivations for the future.

Warm and Welcoming Relationships

I love the study of science and information, but the pull to work with people in a personalized relationship is just as strong. It was the blend of science, scholarship, and developing warm, welcoming relationships that drew me to a graduate degree in Counselor Education. At that same time, it was CSI that recognized the need for developing communities of students and professionals in local chapters that would provide mutual recognition and support throughout their professional development. CSI is founded on a design that focuses on providing support in the form of warm, welcoming, local communities to both counselors-in-training and professional counselors.

Leadership and Empowering Professionals

I wound up taking on leadership roles in CSI as a graduate student, not because I wanted to be a leader, but because it was another way of helping people including myself. CSI helped make this happen by empowering professionals at all levels, not just those already empowered and recognized. Training and supporting new professionals to lead professionally in formal and informal ways is what CSI does better than any other organization to create a body of future leaders. Counselor Education graduates from the past two decades who got their initial support and motivation as a part of CSI make up the overwhelming majority of professional related leadership positions at the local, state, and national levels.

Empowering people, to promote scholarship and leadership, for themselves and others through a warm, welcoming community of professionals has been the key to my own development as well as CSI's enormous 25-year growth from 1 to 268 chapters and a first member to 14,239 currently active members with a total of 69,896 members being initiated into the Society as of April 30, 2010! Needs of the profession, clients, and the world continue to change, but these principles must remain at the heart of CSI's strategic planning efforts for the future.
### 25th Anniversary Member and Chapter Growth

Once again CSI exceeded our membership goals \( N = 5,400 \) by April 30, 2010: New memberships \( N = 5,835 \); Renewing members \( N = 5,412 \). CSI will have initiated over 70,000 members into the Society before June. Our active membership could exceed 14,500.

We also welcomed 17 new chapters while 23 chapters reactivated, all of which are located in nationally accredited counselor education programs or they will be in the next five years.

### New Members Oath of Commitment

Chapters are required annually to invite new members into the Society. A personal invitation is to be the result of careful consideration of academic achievement and promise as professionals who will conduct themselves in ways that reflect well upon their preparation and the profession. This is indeed an “honor” to be selected and invited to membership. The occasion of an initiation should be celebratory and in keeping with an academic honors presentation. There are suggestions and materials on the website (www.csi-net.org) to assist chapter officers in the proper conduct of new member initiations.

With the preparations and anticipation of the event itself, we must note neither the initiation nor the membership is truly complete until the initiates take the oath of membership. All members deserve and are expected to participate in the oath taking even if it must be arranged on another occasion at the convenience of the officers, CFA, and initiates.

Members unable to attend their chapter’s initiation on the occasion of their invitation to membership are most welcome to attend and participate in a future initiation by notifying the Chapter Faculty Advisor. If you are no longer in the geographical area of your chapter, contact headquarters and we will arrange an invitation to another chapter closer to your present residence.

### Passing of a Leader

Dr. Charles (Chuck) L. Lewis died February 6, 2010. While few of the newer members of the profession would have reason to know, Chuck was instrumental in the first stages of CSI as an organization. Besides extensive leadership experience in higher education administration, more notably for us, he was the Executive Vice President (Executive Director) of the American Personnel and Guidance Association (APGA now American Counseling Association) from 1972-1982.

During his years APGA grew in membership, legislative advocacy, and the promotion of licensure, national credentialing and accreditation. As one of his APGA presidents, I credit Chuck’s wisdom to helping me successfully navigate the professional political winds of the day.

When asked if he thought an honor society was a good idea, he volunteered a life membership donation to help get it started. He also served as a member at large to our fledgling organization. He even hosted one of our first meetings in his home with every couch and bed filled! We are all the better now because of his vision, confidence, and good humor: who else would have filled their home with a bunch of avid counselor advocates! More recently, he was very proud of what he saw CSI become. It is a part one of his most enduring legacies. Well done, Chuck!

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### 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:**

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EXECUTIVE COUNCIL RESOLUTION HONORING THOMAS J. SWEENEY AND HIS 25 YEARS OF SERVICE TO CHI SIGMA IOTA-INTERNATIONAL

On the occasion of Chi Sigma Iota’s 25th Anniversary and in recognition of Dr. Thomas J. Sweeney’s 25 year commitment and service to Chi Sigma Iota, the Executive Council and the membership of Chi Sigma Iota unanimously resolve as follows:

WHEREAS, Dr. Thomas J. Sweeney founded Chi Sigma Iota, the international honor society for counselors and dutifully served as its first president;

WHEREAS, he has continued his service as the first and only Executive Director of Chi Sigma Iota for the past 25 years;

WHEREAS, due to his leadership, mentorship and vision, Chi Sigma Iota has grown to an organization with over 12,500 active members, 263 chapters and a total of 67,823 initiated members; and

WHEREAS, his many years of dedicated service and scholarship has and continues to earn him respect and the highest regard from his peers and colleagues.

NOW THEREFORE, be it resolved that the Executive Council and the membership of Chi Sigma Iota wishes to record these accomplishments and extend the entire organization’s gratitude and appreciation to Dr. Thomas J. Sweeney for a quarter of a century of leadership and for embodying excellence in the profession of counseling.

Adopted this 20th Day of March, 2010 at the business meeting and 25th anniversary celebration of Chi Sigma Iota.

Community Engagement and Servant Leadership in Action
Amy Zavadi, Kelly Emeilanchik, Michael Brubaker

Earlier this year, the CSI Executive Committee commissioned a new CSI Community Engagement committee. Community service and leadership are integral parts of CSI chapters’ activities, and many chapters create partnerships to help fill the needs of their surrounding communities. This committees’ purpose is to provide leadership support in the development of community engagement activities that contribute to “the realization of a healthy society by fostering wellness and human dignity” (CSI Vision Statement, 2009).

The committee philosophy is based on the fact that, in the pursuit of excellence, counselors often take interest in the wellbeing of both individuals and communities (Lewis, Lewis, Daniels, D’Andrea, 2003). The following principles distinguish acts of community engagement as they inspire and empower community members, including counselors, to create positive change towards the greater good: intentionality, leadership, wellness, advocacy, and generativity (see Community Engagement Committee Proposal at http://www.csi-net.org).

As CSI chapters and members focus on the wellbeing of society, we encourage a focus on activities that create a sustained impact through servant leadership. Chapters are encouraged to employ research methodology and outcomes that will strengthen the counseling profession and promote replication among other chapters and communities. The term and ideal of a servant leader has become a core piece of community engagement. According to Greenleaf (1970), “The servant-leader is servant first… It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead.” Servant leaders value the opportunity to be involved in community life, as well as respect for and acceptance of others (Greenleaf, 1970).

At its core, community engagement is responsive and collaborative. Servant leadership involves listening to those in need including individuals, families, or organizations, and working cooperatively to determine how best to provide support. For example, while gathering food for an area soup kitchen provides a benefit to their service program by interacting with this community partner, it may be that their greatest need is assistance to organize their inventory or clean the grounds. By engaging others, a reciprocal process begins; starting with a conversation, this desire to serve leads to filling a partner identified need providing greater satisfaction for all involved. With empowerment, collaboration, and a systems perspective, CSI chapters are encouraged to partner with community members from planning stages through implementation of service.

The Community Engagement committee is currently developing materials to support and encourage member involvement within their own communities (see Chapter Resource Page at... (continued on page 8)
As we mark the 25th anniversary of Chi Sigma Iota, we also celebrate its history of leadership in Counselor Education and commitment to cultivating leadership in its members. The Leadership Fellow and Intern program is one example of this commitment. Established in 1989 to help members early in their counseling careers hone their leadership potential and form relationships with leaders in the field, past fellows and interns are highly visible in leadership positions across the profession, demonstrating the power of the program to support members in developing their leadership skills.

Leadership fellow nominees must be in the early years of their counseling career, either a student or a new professional, and active CSI members who serve their home chapters. The Leadership fellows are selected by a panel based on their service to their home chapter, department or organization, and the counseling profession. This year, the panel consisted of Dr. JoLynn Carney, President, Dr. Catharina Chang, Past-President and former past fellow, and Dr. Donna Henderson, Past-Past-President.

CSI fellows attended the Leadership Training at ACA, and provided service at a variety of CSI Day events throughout the conference, including the leadership training, business meeting, award ceremony, and reception. As part of their fellowship year, Leadership Fellows dedicate at least 50 hours to serving CSI International through a variety of activities, including serving on at least one CSI Committee or Task Force. Two of the ten Leadership Fellows are selected as Leadership Interns. The Leadership Interns attend all 2010-2011 CSI Board Meetings, CSI Day events at the 2011 ACA conference, and will provide at least 100 hours of service to CSI International.

Congratulations to all 2010-2011 CSI Leadership Interns and Leadership Fellows!

**Leadership Interns**

*Phil Clarke* is a doctoral student in the Department of Counseling and Educational Development at University of North Carolina at Greensboro, where he is Wellness Committee Co-Chair for the Upsilon Nu Chi chapter. He worked for four years in private practice at Cornerstone, and in an innovative research project at Duke University Medical Center. Phil currently serves as Counselor Bookshelf editor for Chi Sigma Iota International.

*Blair Mynatt* is a doctoral student at the University of Tennessee Knoxville where she is a member of the Upsilon Theta chapter. Having served as a special education teacher and a school counselor, she has been dedicated to advocacy for her students, clients, and the school counseling profession. Blair recently helped provide a relevant workshop for the community that resulted in a 600% increase in attendance from previous offerings.

**Leadership Fellows**

*Nicole Adamson* is a graduate assistant and master’s student at Youngstown State University where she is president of the Eta chapter. In the first year of her master’s program, Nicole has been involved in leadership within the Ohio Counseling Association, Association for Creativity in Counseling, and CSI Counselor Educator task force, and she has already amassed several professional presentations and newsletter articles.

*Kerry Bartlett* is a master’s student and graduate teaching assistant at the University of Nevada, Las Vegas where she is secretary and treasurer of the Omega Alpha chapter. Her goals for her fellowship year include establishing regular communication and idea exchanges in order to harness the power of multiple groups working together under the Chi Sigma Iota vision.

*Rebekah Byrd* is a doctoral student at Old Dominion University, where she was recognized as Omega Delta Outstanding Doctoral Student in the Fall of 2009, and now serves as president of the chapter. In the past year, the Association for Multicultural Counseling and Development and Counselors for Social Justice recognized Rebekah’s leadership potential and contributions.

*Susannah Coaston* is doctoral student in the Counselor Education program at University of Cincinnati and is currently the president of Upsilon Chi Chi Chapter. Susannah has been recognized by ACES as an emerging leader, and is currently serving as both contract therapist and a graduate assistant in Cincinnati.

*Natalie Grubbs* was recently recognized as outstanding practitioner for the Chi Epsilon chapter at Georgia State University, where she is a doctoral student. Currently president-elect, Natalie is involved in leadership and professional activity on local and state levels, and her leadership vision includes developing a professional network of other counselors devoted to serving and helping to advance the profession.

*Yulia Pronchenko* is a doctoral fellow at the University of North Texas. In her time there, she has contributed actively to the field through her research, scholarship, and practice in the local schools. Yulia has held multiple positions within Rho Kappa chapter, and co-founded an organization to provide fellowship and support to international counseling students.

(continued on page 7)
Award Recipients
Dr. Danica G. Hays, Awards Committee Chair

The CSI annual awards program was held on March 20, 2010, at the ACA Conference in Pittsburgh, Pennsylvania.

The 2010 chapter, program, and individual recipients are as follows:

Outstanding Newsletter Award:
Alpha Eta Chapter, University of New Orleans. The Advocate is distributed to over 300 individuals, including current students, alumni, and faculty. Publishing its third issue in Winter 2009, this Outstanding Newsletter has had an impact for the Counseling program at large at the University of New Orleans, with senior administrators commenting on the accomplishments of the counseling program and the Alpha Eta Chapter.

Outstanding Individual Program Award: Zeta Chapter of University of Alabama-Birmingham’s “Professional Development Series.” The purpose of this award is to recognize a single outstanding Chapter program that provides professional development or community service. The Zeta Chapter offers a Professional Development Series to students. These seminars are held monthly and are divided into two tracks: Topics in Profession (TiP) and Theme Series. The TiP series enlists local professionals to speak to students about current, relevant issues in the counseling field. This year, the Theme series offered seminars on “Excellence.”

Outstanding Chapter Award:
Eta Chapter of Youngstown State University, and Beta Alpha of Northern Arizona University. The purpose of this award is to recognize outstanding Chapter activities. Two awards were given this year, one each for small (< 43 members) and large chapters. For the past two years, Eta Chapter (large chapter recipient) has taken the initiative to unite all Ohio chapters of Chi Sigma Iota at the All Ohio Counselors Conference for a workshop entitled “Ohio Chi Sigma Iota Leadership Meeting: Connecting with Chapters Across the State.” Eta Chapter has made exceptional efforts to serve the Youngstown area through several community service events. Most notable was their participation in a Pajama Program that provided approximately $10,000 in cash and clothing for a local women and children’s housing program. The small chapter recipient, Beta Alpha, initiated two shelter services drives to support homeless individuals in the county. In the Spring of 2009, they partnered with Students for Sustainable Living and Urban Gardening (SSLUG) to improve campus sustainability. In October Beta Alpha members rallied alongside 600 community members to support the First Annual National Alliance of Mental Illness (NAMI) Walk in Northern Arizona. The event raised $36,000 for mental illness awareness and support.

Outstanding Practitioner Award:
Stephen Kennedy of Upsilon Nu Chi Chapter, University of North Carolina at Greensboro. The Practitioner Award was established to recognize an outstanding counselor whose time is spent primarily in direct clinical counseling services. Stephen is a highly respected school counselor at Northwest Guilford High School, where he dedicates his time and knowledge to helping students. His service at the high school includes leading a grief and loss group for students, chairing the SAT committee, and publishing a newsletter for the counseling department.

Outstanding Practitioner-Supervisor Award: Anita Neuer of Omega Delta, Old Dominion University/Norfolk Community Services Board Counseling Center. Anita’s commitment to the counseling profession is evidenced by her licensure as a professional counselor in three states, Virginia, North Carolina, and Alabama. She is also a Nationally Certified Counselor, Approved Clinical Supervisor, and has received training in Eye Movement Desensitization Reprocessing (EMDR), Critical Incident Stress Management, and Myers-Briggs Type Indicator.

Outstanding Master’s Level Student Award: Ryan Reese of Beta Chapter, University of Florida. The purpose of this award is to recognize an individual CSI Chapter member who has excelled in scholarship, extracurricular involvements, service to the chapter, and evidence of excellence and commitment to the profession. He has been an active Beta Chapter member for the past year and a half and is Beta Chapter’s President, is very active in the chapter’s Social Justice Committee and the Fundraising Committee, and an active member of the chapter’s Executive Council.

Outstanding Doctoral Student Award: Phillip Gnilka of Chi Epsilon Chapter, Georgia State University. The purpose of this award is to recognize an individual doctoral level CSI Chapter member who has excelled in scholarship, extracurricular involvements, service to the chapter, and evidence of excellence and commitment to the profession. He served as the chapter’s president and was instrumental in initiating the chapter’s annual Fall Welcome and Student Research Conference. Phillip also served the profession by co-chairing the membership committee for the Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, and he published one book chapter and one journal article. Phillip has several national presentations, including presentations at the American
Outstanding Chapter Faculty Advisor: Dr. Jane Myers of Upsilon Nu Chi Chapter, University of North Carolina at Greensboro. The Outstanding Chapter Faculty Advisor Award was established to recognize outstanding members who mentor, lead, and support the new leaders of the profession through their university chapter of CSI. As the Chapter Faculty Advisor for Upsilon Nu Chi for the past 15 years, Dr. Jane Myers mentors CSI members and supports chapter activities such as student orientation day, a departmental picnic, brown bag lunches, wellness activities, fundraising activities, and an initiation and awards ceremony, to name a few. Recently, Dr. Myers has been instrumental in the development of the “Counselor’s Bookshelf,” an online counselor resource center for CSI members.

Thomas J. Sweeney Professional Leadership Award: Dr. Edwin Herr of Rho Alpha Mu Chapter, the Pennsylvania State University. This award recognizes and honors persons who through their vision, leadership, and concern for others have strengthened, expanded, and enhanced the counseling profession at local, state, national, and/or international levels. Dr. Herr has been a counselor educator since 1963, first at the State University of New York at Buffalo (1963-66) and subsequently at Pennsylvania State University (1968-present), where he continues to work (though retired) as Co-Director of the Center for the Study of Public Policy in Career Development (2008-present). He served as Head of the counseling program at Penn State for 24 years. Dr. Herr is past president of both national and international organizations: the American Counseling Association, the National Vocational Guidance Association, the Association for Counselor Education and Supervision, and Chi Sigma Iota International. Dr. Herr is a prolific author, with more than 45 books and monographs, 225 refereed journal articles, and 50 book chapters.

Counseling Association conference and AACE National Assessment Conference. In addition to his doctoral work, Phillip has clinical experience working at CHRIS Kids Counseling Center, Inc., where he provided individual and group counseling for adolescents who were primary residents of a group home.

Outstanding Research Award: Dr. Nathaniel Ivers of Upsilon Nu Chi, University of North Carolina at Greensboro, for a project titled, “Morality Salience and Worldview Defense: Effect Death Awareness and MCC.” The project is co-authored with Dr. Jane Myers. This award seeks to recognize and honor those who have recently completed research investigations that show promise for outstanding contributions to the counseling profession. The study addresses the effect of death awareness on multicultural counseling competence (MCC) in an experimental study of 141 counseling students. The finding that increased death awareness affects counseling students’ self-perceived MCCs has direct implications for counselor preparation to better serve clients who are culturally different from their counselors and opens up a whole new frontier in multicultural counseling research.

Outstanding Chapter Faculty Advisor: Cheryl Pence Wolf of Beta Chapter, University of Florida. Cheryl has been an active Beta Chapter member for the past four years serving in roles such as President and Chair of the Wellness Committee. Perhaps Cheryl’s most notable contribution to the Beta Chapter has been the Chapter’s website. Cheryl recognized that the Beta Chapter website was rarely used or updated for three years and she offered to act as the website re-organizer and developer. The website is now used by the CSI International Headquarters staff as the “sample” website for all CSI chapters around the world.

Outstanding Service to the Chapter Award: Cheryl Pence Wolf of Beta Chapter, University of Florida. Cheryl has been an active Beta Chapter member for the past four years serving in roles such as President and Chair of the Wellness Committee. Perhaps Cheryl’s most notable contribution to the Beta Chapter has been the Chapter’s website. Cheryl recognized that the Beta Chapter website was rarely used or updated for three years and she offered to act as the website re-organizer and developer. The website is now used by the CSI International Headquarters staff as the “sample” website for all CSI chapters around the world.

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Congratulations to all award recipients, and special thanks to all those who put forth nominations this award year.

I would like to thank the following awards committee members for their thorough yet time efficient reviews of nominees: Drs. Susan Adams, Valeria Balog, Michael Brubaker, Amanda Healey, Rachael Hoffman, Daniel Kissinger, Erin Mason, Amy McLeod, Casey Barrio Minton, Cynthia Osborn, Quinn Pearson, Nancy Sherman, April Sikes, Chippewa Thomas, Chinwe Williams, and June Williams. I would also like to thank our student committee member, Rebecca Michel. I am grateful for those particularly who continue to volunteer their time year after year.

If you are interested in serving on the 2010-11 Awards Committee, please contact me at dhays@odu.edu no later than July 2010.

(Fellows and Interns, continued from page 5)

Ryan Reese just completed a Master’s/Ed.S. degree at the University of Florida, where he was president-elect of the Beta Chapter. Ryan is passionate about leadership and the research of leadership, studying leadership styles, perceptions of leadership, and how leadership can promote social justice.

Cheryl Pence Wolf is a doctoral fellow at the University of Florida. She is the president of Beta Chapter and has served since 2004 as Care Team Consultant & Crisis Counselor for the American Counseling Association. Cheryl has been a very active contributor to her chapter, and includes two CSI-funded wellness research grants among her many successes.
CSI Day: Leaders in Action

www.csi-net.org). To become a member of the committee, share thoughts on the committee’s mission, or share how your CSI chapter is already embracing the community engagement philosophy, please make a post on our discussion board: www.csi-net.org/chapters.

(Community Engagement continued from page 4)

References:
Since its inception, CSI has emphasized training and mentoring leaders for the Counseling Profession. The Principles and Practices of Leadership Excellence is one of CSIs contributions to enhance leadership in our field. Another, more recent contribution is Leadership: A CSI Position Paper, authored by Dr. Edwin Herr, CSI Past President and Distinguished Scholar.

Dr. Herr’s thought-provoking essay on the meaning of leadership in CSI is available at csi-net.org/leadership. Herr observed that “…leadership in CSI is seen as requiring a mix of pragmatism and idealism, an ability to reach out to members and constituents to empower them to seek personal excellence as they seek organizational excellence, to respect and value scholarship and clinical skills, and to find pathways between CSI chapters and the larger community in which each member can serve. In sum, those who directly or indirectly choose or elect leaders seek perspectives that give them hope, direction, and confidence.”

Dr. Herr described Greenleaf’s “Servant Leader” and challenged all members and leaders in CSI to consider their leadership style and to reflect on the question “Am I a leader-first or servant-first or something in between?”

The 2010 Leadership Essay Contest was developed to encourage members to read Dr. Herr’s paper and reflect on questions such as these:

- What does leadership in Chi Sigma Iota mean to you, as a student, CSI chapter leader, and/or professional counselor?
- How has leadership in CSI enhanced your professional growth and development?

Essays were submitted by both students and professional counselors. In each category, first, second, and two third-place essays were recognized. Cash ($200 or $100), publication of essays at csi-net.org/leadership, and membership renewals in CSI were awarded the top ranked essays, which were reviewed by two panels of CSI Essay Contest Readers. Please see csi-net.org/leadership for more information.

Student Insights: What have your counseling peers taught you about yourself as a person and/or counselor?

Elizabeth A. Mellin, Column Editor

Our peers have taught us the importance of …

Being vulnerable. Many counselors are accustomed to having the answers and being in the helper role. My peers have shown me the importance of realizing human limitations, knowing when to ask for advice, and being vulnerable to a supportive network that can create learning opportunities. Sometimes, it is through our mistakes that we learn the most in life and in our professions. These valuable interactions helped to normalize the stressors associated with the field and acknowledge mistakes from which to learn. My relationships with counseling peers have helped me gain insight into my own barriers and provided a safe space in discussing struggles and insecurities. My colleagues have helped me in acknowledging frustrations that I may be experiencing in the profession and reminded me that challenges can provide avenues for growth and development as a counselor.

Kacy Mixon, Beta Chapter, University of Florida

Trust. The ultimate peer lesson learned was that it’s okay to trust, believe in, and be proud of myself. I was taught to let go of my fears - of failure, ridiculing, and not fitting in. I learned that I most certainly am on the right path regarding a career. Once I was able to let myself be accepted by my peers, it was much easier to be confident in myself and accept my status in life.

Leesa Carlyon, Pi Chapter, Marywood University

Taking risks. When I am with my peers I find that I am most at ease and I am willing to take more risks and explore topics and situations that normally I would shy away from. As I interact more and more with my peers, I have learned that it’s okay to ask questions and test my limits. My peers provide a safe environment for me to grow personally and professionally. Without the support of my peers, I do not know where I would be today. My peers have enriched my life in so many ways. I’ve learned how to be a better leader, speaker, scholar,
teacher, and counselor. Over the years we’ve shared funny stories, called each other in distress over a paper, cried when things went wrong, and most of all supported each other. My peers are not only my colleagues, but they are also my friends. And that makes a world of difference.

Natalie F. Spencer, Nu Sigma Chi Chapter, North Carolina State Univ.

Personal counseling. Through observation and discussion with my classmates, I now understand that everyone can benefit from counseling and self-reflection—including counseling trainees—including me. I suppose admitting that I need to engage in more self-reflection is not much of a breakthrough, because as a counseling student I have the opportunity to talk about it frequently with my peers in venues like group supervision and class discussions, but I think it involves more than just admitting it. I think the difficult part of that realization is the implied pending action: getting help. I am not talking about fire-side chats with a friend. I am talking about facing the stuff in life that you try not to face; about really getting your hands dirty. Doing something about extra baggage takes more than just insight—it takes bravery. It’s something we ask our clients to do everyday, and I had to ask myself, “Am I willing to be that brave?”

Lindsey Stephenson, Chi Chapter, University of Montevallo

Recognizing personal strengths. After almost five semesters, I can truly say that my peers, being the talented counselors that they are, have mirrored to me strengths I possessed that I did not know existed. In this mirroring, my strengths have only grown. As someone who used to always sit on the sidelines, I now find myself active on so many fronts including being President of our chapter of Chi Sigma Iota. This was a huge departure from my safety zone of not stepping into any limelight. I have felt the empowerment piece of counseling firsthand from what my peers have mirrored back. Not only have I grown immeasurably because of what I have learned from them, but my counseling skills have grown as well. Helping someone step into their own light by mirroring their strengths is not just a counseling concept anymore. I am living and shining proof of the results.

Darla Timberlake, Alpha Omega Lambda Chapter, Regent University

Dr. Neal Gray is an Associate Professor of Counseling at Lenoir-Rhyne University. Since arriving at LR in 2008 he has had the privilege of serving as the faculty advisor for the University’s chapter of Chi Sigma Iota.

Before arriving at LR, Dr. Gray served 6 years as CSI chapter faculty advisor in the Counseling Department at Eastern Kentucky University. Having had the opportunity to serve as faculty advisor for two very different programs, I asked Dr. Gray what he considered to be the highlight of his combined service and he responded by saying “My personal involvement with students and seeing their growth and development as leaders.”

Dr. Gray’s own personal growth and development as a leader in the profession began when he entered the master’s program in counseling at Xavier University where he majored in community agency counseling. Upon graduating from Xavier he made the decision to continue his education and pursue his doctoral degree at the University of New Orleans where he specialized in school counseling. Dr. Gray noted that he has always liked helping people, but it was the encouragement and support of two great mentors in his master’s and doctoral programs (Bob Wubbolding and Ted Remley) that inspired him to pursue excellence. While at UNO Dr. Gray became a part of the school’s chapter of CSI.

Since becoming a member of CSI Dr. Gray has continued to make an impact on the profession by serving in other capacities outside of his role as faculty chapter advisor. Those roles include: President (2006-2007) Kentucky Association for Counselor Education and Supervision; Post-Secondary Vice President (2002-2005, 2007-2008); and Editorial Board member of the Canadian Journal of Counseling. Dr. Gray noted that the most important thing he hopes to accomplish with his work and service to the profession is “to be a part in some way large or small in the training and development of future counselors, so that they in turn will continue to have a positive impact on their client’s lives. Whether working with students or clients it is my desire to help them become better critical thinkers so they can better handle future adversities.” When asked what advice he had for chapter leaders and/or students about their roles as future leaders within the profession, Dr. Gray stated “Do not get discouraged when things don’t go your way. Your professional life is more like a marathon than a 100 yard dash.”

Faculty Advisor Highlight:
Neal Gray
Submitted by Nikki Vasilas
Community Engagement: Florida Outreach to the Haitian Community
Laura Shannonhouse, Ed.S., NCC; Katie Williams, Ed.S., NCC; Rachael D. Goodman, PhD., NCC

CSI’s commitment to excellence in counseling involves individuals and communities. Per the CSI Vision Statement, the society aims for “the realization of a healthy society by fostering wellness and human dignity.” As counselors, we are positioned to see the systems that influence human development and it is our responsibility to use that knowledge in a culturally responsible way to advocate for the wellness of all persons. The Florida Outreach to the Haitian community in Orlando and Miami was one such effort by counseling professionals and CSI members.

The outreach was coordinated through the Florida Association for Multicultural Counseling and Development (FAMCD) and the Association for Multicultural Counseling and Development (AMCD) African American Concerns. Our work with Haitian communities is an extension of past outreach efforts to New Orleans (2006) and Southern Africa (2007, 2009) focusing on disaster, trauma, and social justice. The focus of the current outreach was to learn about and support Haitian communities and service organizations in Florida through their recovery and healing following the January earthquake in Haiti.

The outreach model utilizes liberation psychology and critical consciousness theory in an effort to be culture-centered, responsive, and respectful. Counselors can increase their effectiveness by utilizing the value systems and healing practices within a client’s own culture. Understanding the client’s context enables counselors to identify systemic factors that act as barriers, analyze the sources of political power and social influence, and co-construct plans for implementing change.

In developing the outreach to the Haitian community, outreach organizers identified and partnered with community stakeholders, including the pastors of large Haitian churches in the Orlando area. Utilizing a community engagement perspective in which counselors are both responsive and collaborative, the counselors began by understanding the context and assessing needs and strengths of the community. Counselors responded to questions regarding the impact of trauma and ways to support family members and friends through individual meetings with community members and discussions with community interest groups. The outreach also provided information regarding common symptoms of trauma, expectations for trauma recovery, and promoting resilience through a call-in show on a local Haitian radio station.

Following the outreach activities in Orlando, the outreach team consulted with helping professionals in the Miami area to identify existing support services for the Haitian community. An emphasis of this and previous outreach endeavors are to connect community resources and identify possibilities for collaboration to serve unmet needs. The development of such networks allows counselors to provide services within already existing support systems that may benefit from the specialized knowledge and expertise of counselors. The outreach team was able to identify opportunities to provide support for Haitians and Haitian Americans impacted by the earthquake through volunteer community service organizations, higher education institutions, and K-12 schools.

Prolonged engagement is a critical component of social justice outreach in order to ensure that a temporary visit can have a lasting and meaningful impact. In the case of this outreach, the counseling team has identified several follow up steps that were described by the community. Follow up will include a discussion with the community about what is needed and how this can best be accomplished. One need identified thus far is the lack of Creole and/or French speaking mental health providers, as well as the need for counselors or helping professionals who can provide counseling in a way that is culturally congruent for the community. Another component of follow up will include supporting the current efforts within the community to provide one another support and to provide support to Haiti.

Please contact us directly to learn more or to support our continuing partnership: Dr. Rachael Goodman (Goodman.RD@gmail.com or RachaelGoodman@crc.ufl.edu) or Dr. Beatrice Tatem (btatem@saaffairs.msstate.edu). As a result of this outreach trip, the Florida Association for Multicultural Counseling and Development (FAMCD) will sponsor a Multicultural Counseling Specialty Track at the Florida Counseling Association Annual Conference in Miami in October 2010. The primary aims are to connect counselors with similar interests, ensure counselors are continuing their multicultural counseling training, and mentor new counselors in diversity and social justice issues.

Had Experiences in Other Countries? Want to have experiences in other countries?

CSI’s Global Network was created for counselors to share information and experiences related to global travel and counseling experiences. Please stop by the CSI Global Network at csi-net.org/international and visit our Interactive Forum. The Forum is organized by continent, and you will also find information about counseling in other countries and links to counseling associations.

Counselors can post information about experiences in a particular country or continent, share information about resources, or ask for information from others with experience in that area. Be sure to mark “preferences” so you will receive an email whenever someone responds to your posting.
CSI Welcomes New Chapters:

**Omega Zeta**, Walden Univ.
**Chi Upsilon Chi**, Capella Univ.
**Psi Tau Omega**, West Texas A&M Univ.
**Sigma Phi Upsilon**, Seattle Pacific Univ.
**Sigma Alpha Upsilon**, Southern Arkansas Univ.
**Alpha Upsilon Delta**, Argosy Univ.-Dallas

**Zeta Upsilon Sigma**, Fort Valley State Univ.
**Mu Eta Beta**, Univ. of Mary Hardin-Baylor
**Alpha Pi Chi**, Harding Univ.
**Nu Alpha Sigma**, Alabama State Univ.
**Chi Omega**, Quincy Univ.
**Nu Eta Sigma**, New Jersey City Univ.
**Omega Chi Nu**, Hampton Univ.

**Gamma Nu**, Valdosta State Univ.
**Lambda**, Johns Hopkins Univ.
**Sigma Nu Chi**, SUNY-Oswego
**Upsilon Sigma Gamma**, Univ. of Southern Maine
**Rho Chi Sigma**, Thomas Univ.
**Mu Sigma Rho**, Hunter College

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**Zeta Chapter Holds Video Conference**

*Clarie Robb, Co-president, Zeta Chapter*

On October 7, 2009, the University of Alabama at Birmingham’s (UAB) Zeta Chapter facilitated its second video-conference. Suzan Thompson, Ph.D., LPC from Old Dominion University (ODU) led a discussion entitled, “Complimentary, Alternative & Integrative Therapies: An Introduction.” Counselor Education students from both ODU and UAB were in attendance as Dr. Thompson gave a thorough introduction, engaging students with lecture, experiential activities, and visual stimulation. Dr. Thompson began by financially assessing the amount American adults spend on complementary and alternative medicine (CAM). She proceeded to explain the different definitions for complimentary, alternative, and integrative therapies and the current research being conducted in each of these areas. During her lecture, Dr. Thompson led both classes in experiential activities focusing on breath work, Tai Chi and Emotional Freedom Techniques (EFT)/Tapping. Finally, Dr. Thompson explained the following when introducing CAM techniques to clients: a) Steps for what counselors should do when a client wants to know about CAM, b) Points to find out about modalities (which modality is best, what is it used for, what is it effective with, what are the cautions, what training is required, etc.) and c) Recommendations for clients selecting a CAM practitioner. Dr. Thompson also highlighted seven recommendations for clients: 1) Speak with one’s primary health care provider(s). Talk with friends/family members who have used complimentary/integrative therapies (CIT), 2) Make a list and gather information, 3) Check with your insurer to see if the cost of therapy will be covered, 4) After you select a practitioner, make a list of questions to ask at your first visit, 5) Come to the first visit prepared to answer a variety of questions, 6) Assess your first visit and decide if the practitioner is right for you, 7) Check for trial studies at http://mccam.nih.gov/clinicaltrials/.

Zeta Chapter at UAB was pleased to include this video-conference as part of its Professional Development Series for students in the UAB Counselor Education Program. The Counselor Education Program requires students to attend fifteen hours of professional development (provided by Zeta Chapter) during one’s two and a half year program of study. Zeta Chapter provides eight, one hour semi-hours of professional development (provided by Zeta Chapter) during one’s two year program. The Counselor Education Program requires students to attend fifteen hours of professional development (provided by Zeta Chapter) during one’s two and a half year program of study. Zeta Chapter presented a video conference featuring Dr. Marty Jencius of Kent State University, who discussed the merits of technology and counseling. Upsilon Chi Sigma at the University of Connecticut (Dr. Rachelle Perusse, advisor) also participated.

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**Ohio Chapter Statewide Initiative**

The President and Vice President of Eta Chapter from Youngstown State University in Ohio teamed with the President of Alpha Chapter from Ohio University to hold an innovative and exciting workshop. Ohio Chi Sigma Iota Leadership Meeting: Connecting with Chapters across the State was held for the second year at the All Ohio Counselors Conference. This conference was co-sponsored by the Ohio Counseling Association and the Ohio School Counseling Association in Columbus, Ohio. Fourteen members of Chi Sigma Iota from five Ohio chapters convened in order to discuss leadership and membership challenges from a statewide perspective.

After a brief introduction, attendees separated into breakout groups according to their role within CSI to discuss exciting and resourceful solutions to common chapter challenges. Two main issues were found to be of particular concern for all Ohio chapters: low member involvement and lack of funds. Many exciting suggestions, including ice cream socials and implementing mentorship programs, were generated and shared.

This meeting was a wonderful opportunity for all Ohio chapters of CSI to take time to connect, reflect, and socialize. The meeting was helpful, productive, fun, and light-hearted. I truly hope to maintain and expand an annual Ohio CSI meeting and recommend that chapters in other states consider this initiative as well.

Nicole Adamson
*Eta Chapter President*
Future.” The application of Principle Four states, “Leaders draw upon the wisdom of the past and challenges of the future to articulate a vision of what can be accomplished through imagination, collaboration, cooperation, and creative use of resources.” Chapter leaders develop a unique vision, encompassing the ideas and needs of others while inspiring CSI members to move to action. If a vision is developed and chapter members take ownership of the associated goals and activities intellectual stimulation will follow. Individual consideration or “Recognition of Others” as it is termed in Principle Nine may be vital in keeping CSI members motivated and encouraged. A chapter leader may be able to convince others to join in the challenging and rewarding work of juggling, but recognition for individual efforts can go a long way in letting chapter members know they are appreciated and needed in generating the chapter vision. We recommend that recognition be specific to the action of the member and in a way she or he feels comfortable. Whereas one chapter member might appreciate acknowledgment in an awards banquet setting, another might feel prefer a phone call or hand-written card acknowledging their efforts.

Over-committed leaders may reach burnout more quickly than leaders who pass the balls to others. Within chapters, it is important to model wellness and balance to empower future clients and/or students to follow a similar path. Furthermore, transformational leadership promotes individual growth and development to maximize the potential in others, impacting individuals, CSI, and the counseling profession.

**GRADUATE STUDENTS AS TRANSFORMATIONAL LEADERS**

Graduate students become quite familiar with the experience of being jugglers. For counseling students, graduate programs provide a rich training ground for transformational leadership development. The counseling student serves multiple roles: student, counselor, teacher, supervisor, supervisee, CSI committee or executive member, research assistant, and advocate for social justice and the counseling profession. As a juggler of roles, the student can view this as an opportunity to boost their leadership skills and personal and professional growth. So how does the CSI graduate student leader develop these skills? Recognize that you are a model for students in your counseling department and chapter of CSI. They observe how you interact with other graduate students, faculty, how involved you are and if you seem helpful and interested in others. Take time to get involved with various departmental functions hosted by your CSI chapter such as auctions or social events. This notion of indirect transformational leadership is particularly important for those who do not consider themselves leaders since you may be cast in this role from afar by other students.

How would you describe the norms, values, and collective vision of your fellow CSI chapter members? Students in CSI with vision can help create an environment of wellness, positive attitudes, productivity, and support. Graduate students can motivate others and work toward a CSI vision in multiple ways. For example, students in CSI can organize periodic self-care and social activities. Award ceremonies recognize students for their accomplishments and contributions to the counseling department and profession. Students can organize retreats to foster teamwork, social justice activities such as fundraisers and food drives, and encourage other students to pursue their own interests and talents within CSI through research teams and presenting at conferences.

True transformational CSI leaders will provide others with opportunities to grow as leaders themselves. They are supportive of the ideas and interests of their peers and provide an arena for these talents to flourish. If a student approaches a leader expressing a passion for writing and photography, the student leader might connect this person to the departmental newsletter in which they can take a leadership role. Once the ball is in the air, the CSI graduate student leader can support the acts of many, thereby maintaining a meaningful and healthy juggling routine.

**References**


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**Looking for a job? Think globally…**

In an effort to better meet the needs of its members, Chi Sigma Iota is pleased to announce the addition of a new JobLinks feature focusing on international job openings in the counseling field. If you are interested in traveling and working overseas I encourage you to visit the JobLinks page. There you will find an international jobs forum that includes a list of counseling positions currently being advertised. We also will soon be updating the Job Search Resources section to include material relevant to those interested in applying for jobs internationally. Log in and see what we have to offer!

*Joshua C. Watson, Ph.D.*
*Editor, JobLinks*
CSI Web Resources for Professional Counselors

Stephen Kennedy

CSI web page, csi-net.org, provides 24/7 access to resources and information to support development of members and chapters. One rapidly growing area of our web is designed to meet the needs of professional counselors as well as counseling students as they emerge into new roles as professional counselors, supervisors, and counselor educators. The Professional Counselors area includes several interactive features that allow members to share information and perspectives and learn from one another’s experiences:

- The Author Showcase is a place where you can submit summaries of your own publications and training materials, and links to your publisher, web site, videos, and so forth.
- The Counselor’s Bookshelf is a place where CSI members share reviews of both fiction and non-fiction books, movies, and television shows. Such resources could be used for professional or personal development, bibliotherapy, or other forms of intervention with clients. Please visit this site to share resources that have helped you become a better counselor.
- JobLinks offers resources to help counselors find employment and a forum where CSI members can search for job openings. All CSI forums allow you to check “preferences” and receive emails when postings are made. You can elect to receive job postings in your state only, or in any state.
- Professional Advocacy includes resources to help professional counselors identify advocacy projects and develop skills to be effective advocates for the profession and the clients we serve.
- The Counselors’ Corner - read on!

The Counselors Corner: csi-net.org/cpc

CSI members who work as professional counselors can find new resources on the Counselor’s Corner, a new section of csi-net.org. CSI’s Professional Members Task Force, which works to develop the Society’s services for professional counselors, offered the ideas used to create the page.

One goal of the Counselors’ Corner is providing research that is relevant to professional counselors’ work with clients. Currently, members can download a series of articles written by CSI Outstanding Research Award recipients. These articles cover a wide range of topics, such as infertility stress, eating disorders, bullying, self-efficacy beliefs, and wellness.

Another goal is to facilitate consultation and collaboration between professional counselors. The Counselors’ Corner includes several discussion forums where active CSI members can share their ideas and opinions. In the “Success Stories” forum, counselors offer anecdotes and inspirational thoughts from their work as counselors. The “Research Projects” forum invites counselors to discuss research opportunities and to consult with each other about professional writing. Other forums focus on current events and ethical concerns.

Finally, the Counselors’ Corner encourages CSI members to participate in online social networking. Counselors can join CSI’s official Facebook page and access a list of CSI chapters that have created their own Facebook groups. Every site listed on the Counselors’ Corner has been reviewed to ensure that it represents the chapter as a professional organization. On the Facebook sites, professional members typically find news, information about events and workshops, links to online resources, and opportunities to contact students, faculty, and alumni from their chapter.

CSI’s Counselors’ Corner will continue to grow based on the needs of our professional members. The Professional Members Task Force recommends adding a directory of continuing education vendors, a guide to creating a professional website, samples of forms that counselors commonly use, and a list of websites that can educate clients about specific concerns. CSI hopes to create these resources and we welcome additional ideas from our members. If you have suggestions about how to further develop the Counselors’ Corner, please contact Stephen Kennedy at web_resources@csi-net.org.
In 2005 the American Counseling Association (ACA) began what it called the 20/20: Future of Counseling project. In the intervening years, over 30 organizations have participated in electronic and face-to-face meetings of representatives to reach consensus on fundamental issues of substantial importance to professional advocacy. The process has been more protracted than many hoped. Nevertheless, with patience and diligent efforts, progress has been made.

The Executive Council was sent the following ACA Committee request:

“Dear President Carney,

On March 31, the Oversight Committee of 20/20: A Vision for the Future of Counseling sent you an e-mail letting you know the exciting news that your 20/20 delegate helped make history at the ACA Conference in Pittsburgh. Delegates representing over two dozen major counseling organizations (including yours) reached consensus on a common definition of counseling: Counseling is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals.

We also let you know that we would be following up with this request to endorse the definition approved by your delegate.

It is important to note that the delegates made clear that all participating organizations were welcome to expand upon the definition by adding statements about their specialty or area of interest before or after the definition. In other words, the definition is a starting place. It provides a basic description to the public of what those in our profession do with the understanding that it can be expanded upon with statements about the counselor’s or organization’s primary focus. ….

This endorsement comes with the understanding that Chi Sigma Iota is welcome to expand upon the definition by adding statements about their specialty or area of interest before or after the definition.

Request

The Oversight Committee respectfully requests Chi Sigma Iota’s endorsement of the consensus definition of counseling.”

As a consequence during its May meeting, the CSI Executive Council offered its endorsement of the consensus definition of counseling within the following statement:

CSI Endorsement of a Common Definition of Counseling

“Professional counselors hold their highest graduate degree in counselor education from a nationally accredited preparation program, are credentialed by authorized state and/or national agencies, and adhere to its competency standards on matters of ethics, diversity and behavior in order to contribute to the realization of a healthy society by fostering wellness and human dignity.

A consequence, counseling is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals”.

A Need for Context

A context for the ACA statement was considered essential since defining counseling simply as a professional relationship left it to interpretation as to who would be the provider of such services. Certainly many practitioners in other professions would ascribe to such a definition within their scope of practice.

Professional counselors, as is true of other professions, are defined by their preparation. In our case, professional counselors’ core identity is defined and verified by the minimum national standards of counselor education promulgated by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Adherence to expectations for counselor credentialing, continuing education, professional ethics, standards of care and best practices, competencies in matters of diversity, and affiliation with professional organizations all seemed essential to context as well.

In addition, the unique goals of counseling outcomes seemed important to emphasize, i.e., in order to contribute to the realization of a healthy society by fostering wellness and human dignity (CSI Vision statement). More than helping others adjust, adapt, or overcome life circumstances, professional counselors strive to help those whom we serve to live well.

What Purpose for Professional Advocacy?

CSI prides itself in its advocacy for the profession. Professional identity within CSI is uniform, consistent with the above definition, and unequivocal. Its ultimate goal is more than recognition and parity for counselors’ services. The betterment of society as a whole is our ultimate goal regardless of specialty, setting, or population served. We advocate as we do because we fervently believe in the need for professional counselors’ services in order to help create a healthy society.

We do so with full knowledge of who we are professionally and for what we stand. As a consequence we hope by participating in the ACA efforts that more initiatives going forward will be toward legislators, policy makers, and state credentialing agencies that shape marketplace practices and opportunities for counselors.
I am looking for CSI student member ideas to be published in the next edition of EXEMPLAR around the “Student Insights” question listed below. The new question is:

**What have you found to be a beneficial way you can advocate for the people we serve as counselors?**

Submission deadline July 15, 2010

Submissions of no more than 300 words should be submitted as a Word document to Dr. Elizabeth Mellin by email eam20@psu.edu. Please include your name, chapter, and institutional affiliation on your submission.