The CSI annual awards program was held on March 25, 2011, at the ACA Conference in New Orleans, Louisiana. The 2011 chapter, program, and individual recipients are as follows:

**Outstanding Entry Level Student Award:**

**Nicole Adamson of Eta Chapter, Youngstown State University**
Nicole Adamson completed her master’s and served as past-president of the Eta Chapter at Youngstown State University. In the time she has been at YSU, Nicole’s accomplishments have included authorship or co-authorship of one ACA journal article and three Exemplar columns. In addition, she is involved in various service projects within the profession as well as her community.

**Outstanding Doctoral Student Award:**

**Dr. Stephanie Crockett of Omega Delta Chapter, Old Dominion University**
Stephanie received a PhD from Old Dominion University in May 2011 and serves as the current president of the Omega Delta chapter of Chi Sigma Iota. Her dissertation work sought to validate a practical model that can be used to train counselor educators and supervisors on the provision of effective multicultural clinical supervision. In addition to her various publications and service involvements, Stephanie co-authored the book *Mastering the NCE and CPCE*. She will be joining the faculty at Oakland University in the fall.

**Outstanding Chapter Faculty Advisor Award:**

**Dr. John Laux of Alpha Omega Chapter, University of Toledo**
Dr. Laux is an Associate Professor in the department of Counselor Education at the University of Toledo. Due to his excellent mentorship, the Alpha Omega chapter has been involved in community service and represented at state-wide conferences. The chapter has also competed in the ACA Ethics Competition and won awards three of the past five years.

**Outstanding Service to the Chapter Award:**

**Elizabeth Prosek of Omega Delta Chapter, Old Dominion University**
Elizabeth is a third year doctoral student at Old Dominion University.

(continued on page 10)
I was delighted to see so many new and familiar faces at our recent CSI Days events. Those who participated in the Journeys toward Leadership Excellence workshop heard our panel highlight the importance of conviction, vulnerability, humor, persistence, and happenstance in their development. They touched on key turning points, ways they were inspired and encouraged by others, their disappointments, surprises, and hopes for the future. In nearly every case, these leaders of leaders expressed surprise to find themselves in roles and places that were different from those they initially envisioned. Dr. Jane Myers captured the experience perfectly when she exclaimed, “It all happened when I was trying to get something done!”

When I was in high school, I had a shirt that read, “Life is a journey, not a guided tour.” At the time I thought I knew what that meant; now I’m sure I didn’t. Similarly, I thought I knew where I was going when I set out on my leadership journey with CSI ten years ago. The plan did not involve writing my first column as CSI president this summer. In retrospect, I had something much more valuable: a sense of destination (helping people heal via relationship and social justice), a compass (my values), fuel (my convictions), and guides (a mentor and loved ones who believed in me more than I believed in myself). As we begin a season so often filled with opportunities for journeying, I’d like to check in regarding our mutual journeys.

As we begin this fiscal year, CSI is well-equipped for a long journey. We are stronger than ever in numbers, leadership, and potential. We have a clear mission and vision, newly revised strategic plan, and clearly charged, distributed leadership. Over the past two years, we’ve used the strategic plan to implement services and projects that meet the unique needs of student and professional members. Each summer, the executive council takes inventory of our journey as an organization as we determine progress, focus, and directions for the year.

At the chapter level, you’ve likely finished up your annual reports and wrapped up most visible chapter business until fall, perhaps completing the annual plan as a to-do before running out the door rather than an invitation to check in along the way. If so, I hope you will take the opportunity to consider your chapter’s journey. Where did you begin? Where are you now? In which direction would you like to go next? What will you use to guide and fuel your way?

Finally, I hope you will check in regarding your personal leadership journey. Just where are you in your journey? In which direction would you like to go next? What will you use to guide and fuel your way? What role can CSI play?

CSI has been an essential source of support and inspiration in my development, and I am grateful for those who came before me and walk beside me in this journey. Please be sure to be in touch if you have ideas about how CSI can foster your professional counseling identity and leadership development.
Once again CSI’s new and renewing memberships grew (April 30, 2011): New memberships N = 6,130: Renewing members N = 4,715. CSI has initiated 76,011 members into the Society. This constitutes a significant portion of professional counselors now in practice. In addition, our active membership could exceed 15,000 shortly.

We also welcomed 12 new chapters while 36 chapters reactivated, all of which are located in nationally accredited counselor education programs or will be in the next five years (N = 269). Occasionally members may note that the number of chapters does not change a lot. In fact, they change quite regularly but not always as expected. Sometimes the number decreases! Not all counselor education programs are in keeping with CACREP or the CSI Bylaws.

CSI has always made its mission and not the “numbers” its most important priority. One cannot “buy” a CSI membership nor can just any institution have a chapter of CSI. Some chapters were established when a lone counselor education graduate CSI member on the faculty was sufficient to get started. We experienced problems sustaining such chapters and decided to adopt the practice of some other honor societies. The Bylaws now require two such faculty members. In addition all new and reactivating chapters must be in nationally accredited programs or have administrative commitment to be such within 5 years of chartering or reactivation. If the program fails to meet these conditions within 5 years, the chapter is deactivated. All such chapters may be reactivated or seek a new charter when the program can meet the same conditions as other chapters. This does happen on occasion.

Professional Advocacy Without Apology
I wish to reflect once again on an essential part of the mission that undergirds the establishment of this Society. I just read Dr. Carol Bobby’s (CEO of CACREP) remarks to the ACA Governing Council at its recent meeting in New Orleans. Essentially she asked several questions that addressed where ACA stands on the position of professional counselor advocacy. Neither chiding nor blaming, she expressed disappointment with ACA’s advocacy for professional counselors, the profession’s standards of preparation and the right of counselors to practice within their scopes of practice and ethics. After thirty years as an accrediting body, CACREP’s leadership is wondering where our professional association stands on these basic matters of professional identity.

CSI came into being at a time when many sought credentials and identities in other occupations. We sent only one invitation to counselor education faculty announcing a new organization for and about professional counselors (not just “counseling”). As noted above, CSI’s membership and chapters still grow in number and activity every year. Like Dr. Bobby but not as eloquently, I submit that when professional counselors like those in CSI grasp the reality of professional politics and seize the reins of our future, then we will be able to focus on what is best for those whom we earnestly wish to be our first priority, i.e., those we wish to serve. Until then, the “profession” is less than its best and there are others who are satisfied that it stays that way. My hope is in CSI members who are committed to advocacy for professional counselors, their identity based on the standards of CACREP, and their right to practice. All this can be done without apology and with pride in our professional preparation, our standards, state licensure, national certification, and the wellness, strength based practice of professional counselors.

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:
Issue Deadline
Fall August 1
Spring December 1
Summer May 8

Editorial Staff:
Dr. Joffrey S. Suprina
Editor-Elect
Argosy University-Sarasota

Exemplar Publication and Communication:
Joffrey S. Suprina, Ph.D., LMHC, NCC
Program Chair and Assistant Professor
Argosy University, Sarasota
5250 17th Street
Sarasota, FL 34235
Phone: (941) 554-1567
Toll Free: (800) 331-5995
Fax: (941) 379-4839
jsuprina@argosy.edu

Exemplar Printer:
Professional Printers, Inc.
1730 Old Dunbar Road
West Columbia, SC 29172
There have been some exciting developments on the horizon. First, your chapter can now highlight a counseling student, counselor educator, or professional counselor each year from your chapter who is actively engaged in professional counseling advocacy efforts by submitting an article created from a structured interview that will be posted on the CSI website. A protocol has been developed to help your chapter organize, interview, and write Advocacy Heroes and Heroines articles. You can find this information and an example interview write-up at www.csi-net.org/advocacy.

Second, the Advocacy Committee and the CSI Executive Council have created a Certificate of Appreciation for Community Service and Advocacy. Please visit www.csi-net.org/awards to find the award criteria and script. You can blend these two pieces together and present the individual that your chapter interviews for the Advocacy Heroes and Heroines article with the Certificate of Appreciation for Community Service and Advocacy at your induction ceremony and have the article available for viewing at the event. In this way, your chapter can recognize individuals at your induction who have significantly helped the chapter to promote the profession of counseling. Further, your chapter could also publish the Advocacy Heroes and Heroines article in your chapter newsletter. The interview with Dr. Sweeney found below is the outcome of the Advocacy Heroes and Heroines Interview protocol and serves as an example.

**Insights from Professional Counseling Advocate Dr. Tom Sweeney**

*Stephanie Burns, Advocacy Committee Co-Chair*

It was an honor to be granted an interview with Dr. Tom Sweeney, a legendary professional counseling advocate and founder of Chi Sigma Iota (CSI) International. This article documents his inspiration and satisfactions in advocating for the counseling profession along with advice for experienced and new professional counseling advocates.

Dr. Sweeney became passionately engaged and interested in advocating for the counseling profession in 1972 when he noted that psychologists nationwide were passing rules and laws defining the profession of psychology. Prior to this time, he had served on both state psychological associations and state counseling associations believing that the two professions could work closely together. What he found, however, was that psychologists were restricting in their rules and laws the scope of practice for professional counselors and several other professions. The psychology rules and laws made it clear to Dr. Sweeney that there was a need for national standards and hallmarks for the profession of counseling to transform it from an occupation to a profession. This prompted him to become the first chair of the licensure committees for both the Southern Association for Counselor Education and Supervision (SACES) and the American Counseling Association (ACA).

Dr. Sweeney believes it is important to advocate for the counseling profession because failing to do so prevents us from serving anyone as a counselor. He remarked that professional advocacy grants us the ability to practice counseling in the marketplace. He currently sees his role as an advocate promoting the philosophy and values held by counselors and the profession of counseling in the same manner that other mental health professions promote their profession. Dr. Sweeney noted that counselors are critical to providing preventative services (wellness, life transitions, informed choices) to help those struggling to succeed. Prevention, he remarked, is more cost effective than crisis intervention and counselors need to be at the forefront advocating for our profession’s focus on prevention and wellness.

Dr. Sweeney encouraged students and new professional advocates who worry that they don’t know enough and aren’t experienced enough to understand that they can make a difference today by advocating for the profession of counseling. He encouraged all counseling students, professional counselors, and counselor educators to become active in professional advocacy. He suggested that we learn by doing advocacy and that we should look at mistakes as opportunities for improvement in our future advocacy efforts. Dr. Sweeney also suggested that those currently involved in advocating for the profession to invite others to participate and get involved. Many individuals are motivated by serving others. He suggested asking specific individuals to do a specific job with a deadline, which allows people to gain professional advocacy experience. He reminded us that others need our invitation to be able to contribute and to succeed at being servant leaders advocating for the profession of counseling.

Dr. Sweeney noted that he would have liked to have known earlier in his
advocacy work to not be apologetic for advocating for the counseling profession. The counseling profession’s degrees, values, and philosophies are just as important as any other mental health provider. He noted that professional counselor advocates in both political and work arenas often want to be liked, but that behavior of niceness and inclusivity often undermines the respect that the counseling profession deserves. In addition, he witnessed that other mental health professionals have not had a difficult time behaving in self-protective and exclusive ways to promote and defend their profession.

The biggest hurdle Dr. Sweeney said that he has overcome while advocating for the counseling profession was helping the Council for Accreditation of Counseling and Related Educational Programs (CACREP) become recognized and accepted by the Council on Postsecondary Accreditation (COPA) in 1987. This was critical in allowing CACREP to oversee mental health, school, and doctoral counseling programs. He noted that teamwork and persistence allowed CACREP to become a recognized accrediting body. Dr. Sweeney stated that the advocacy effort that has brought him the most personal satisfaction was founding CSI. He noted that 50-60% of CSI members are alumni who continue their membership because they can see that their local chapter is doing meaningful and important work. He noted that CSI members are more often engaged in leadership, presentations, and publications than non CSI members. He is excited to see CSI reaching out to advance professional counseling on an international level. Dr. Sweeney knows that his legacy of advocating for the profession of counseling will live on through CSI. Let’s join him in building this legacy by engaging in professional advocacy today.

Recovering the Spirit: The Holt Cemetery Restoration Counselor Community Engagement Project

By Susannah Coaston and Sejal Mehta

On March 24th, 2011, more than 120 volunteers participated in the ACA New Orleans Giving Back to the Community Service Project in Holt Cemetery, a historic paupers’ cemetery. Hurricane Katrina devastated this area, leaving several feet of water covering the land. Many of the graves were disturbed, their markers lost or destroyed, and personal items from the families were strewn over neighboring graves and the land surrounding the cemetery. American Counseling Association (ACA) conference participants arrived in New Orleans a day early in order to be part of this restoration effort. Several members of Chi Sigma Iota’s (CSI) Counselor Community Engagement Committee participated in the ‘day of giving back.’ The core of Counselor Community Engagement is to be responsive and collaborative, conducting service in the spirit of servant leadership. In this way, counselor community engagement involves listening to those in need including individuals, families, and organizations, and working cooperatively to determine how best to provide support.

In this case, CSI members and other counselors engaged in the day of service by working with a partnering agency, Operation Nehemiah, a faith-based non-profit dedicated to helping community members rebuild their lives after the hurricane. The organization considers Holt Cemetery its primary restoration project, identifying a strong need for community assistance to restore the sacred grounds. Volunteers spent several hours restoring the plots by pulling weeds, removing brush, clearing debris, and righting markers. Some ACA volunteers even reburied organic materials (e.g. bones) that had lain near the surface and worked their way out of the soil.

In the spirit of ethical counselor community engagement, volunteers did not attempt to provide intensive counseling services that could not be sustained or monitored for adverse reactions. This restoration project gave a chance for CSI members to touch the lives of many families and bring dignity to the deceased. Volunteers personified the spirit of counselor community engagement with their willingness to respond to the needs of the community, while cooperating and collaborating at both macro and micro levels. One volunteer shared:

“The experience was one few of us will forget. Some might wonder why we chose this project, rather than one that directly served the living, but we believe that our efforts to restore beauty and dignity to these graves will touch the lives of the surviving families by honoring their dead.”

This quote highlights the impact of community engagement on the community as well as the individuals that engage in meaningful service. The Counselor Community Engagement committee would like to recognize the exemplary service that all of the volunteers provided during ACA’s day of giving back to New Orleans and continue to support and encourage fostering responsible and productive partnerships with communities at local, national and international levels.
Leadership Fellows and Interns

By Carrie Wachter Morris

Established in 1989 to cultivate the leadership skills of members in the early years of their professional careers, the CSI Leadership Fellow and Intern program is just one of many ways that Chi Sigma Iota celebrates and supports leadership development. Previous Leadership Fellows and Interns can be found in prominent leadership positions around the counseling profession—an attestation to the success of this popular program.

Leadership Fellows were selected this year by a panel consisted of Dr. JoLynn Carney, President, Dr. Casey Barrio-Minton, President-Elect, and Dr. Catharina Chang, Past-President. Leadership Fellows were selected based upon their service to their home chapter, department or organization and the counseling profession. As part of their fellowship year, Leadership Fellows dedicate a minimum of 50 hours of service to CSI International, including serving on at least one committee. Two of the ten Leadership Fellows are selected as Leadership Interns. The Leadership Interns attend all 2011-2012 CSI Board Meetings, CSI Days events at the 2012 ACA Conference, and will provide at least 100 hours of service to CSI International.

Leadership Interns

Caroline O’Hara is a doctoral student at Georgia State University, where she serves the Chi Epsilon chapter as president. An active writer and researcher, Caroline also serves as the managing editor of Professional Counseling: Excellence through Leadership and Advocacy, a CSI sponsored book, and the editorial assistant of Counselor Education and Supervision. She is deeply committed to social justice and is an Ally Trainer for SafeZone.

Laura Shannonhouse is a doctoral student at the University of North Carolina at Greensboro, where she serves the Upsilon Nu Chi chapter as president. A highly active writer and presenter, with 6 manuscripts accepted or in press, she has also demonstrated active dedication to multiculturalism and disaster response, a passion that has taken her to serve populations in South Africa, Haiti, New Orleans, and Mexico.

Leadership Fellows

Stephanie Crockett is a doctoral student at Old Dominion University, where she currently serves the Omega Delta chapter as president. Stephanie has been recognized with the Omega Delta chapter’s Outstanding Doctoral Student Award and as an emerging leader for the American College Counseling Association.

Dalena Dillman is a doctoral student at the University of North Texas, where she has served the Rho Kappa chapter in several positions, including Treasurer and Professional Development chair. The recipient of the 2009 Outstanding Service to Chapter Award, she is also a frequent conference presenter.

Emily Herman is a master’s student in clinical mental health counseling and school counseling from Youngstown State University, where she currently serves as president of the Eta chapter. She has presented at national conferences and received the Dean’s Award for her Quest presentation demonstrating counselor tips for teachers working with students with autism.

Jessica Lloyd is a master’s student at the College of William and Mary, where she serves as president of the Omega Mu chapter. Involved in the Master’s-Doctoral research team at William and Mary, she and her colleagues are working to address gaps in the literature around working with GLBT youth, which have resulted in refereed presentations, newsletter articles, and workshops.

Maggie Morganfield is a doctoral student at the University of North Texas, where she is currently the president-elect of the Rho Kappa chapter. She has traveled internationally, and is hoping to use her time as a leadership fellow to help “channel her passion” and to help “build a world that honors human potential.”

(Leadership Fellows, continued on page 15)
Forging Local and State Partnerships

Stacey Gaenzle, GoEun Na, and Roxanna Peddani

In March 2011, the Chi Sigma Iota chapters of the University of Maryland and Johns Hopkins University formed a partnership with the Maryland Association for Counseling and Development to design a graduate student conference. This partnership formed a bridge between local universities and the state counseling organization. This is just one example of how Chi Sigma Iota chapters can work with other organizations to build programs. Building partnerships between state, local and national organizations is a critical way to form networks of counselors and strengthen the profession. One purpose of Chi Sigma Iota is to build leadership in outstanding counseling graduate students and professionals. Therefore, chapters should be constantly striving to find partners to enhance their practices.

If approached methodically, these partnerships can form mutually beneficial bonds for the organizations. In order to develop a partnership, there must be a working relationship between the CSI chapter and the state association. This can be achieved by having the chapter faculty advisor or graduate students serve on the board of the state association. Once the organizations have decided to work together, they must brainstorm to determine the kind of project they plan to produce. It is imperative to determine goals of each individual organization and then set larger goals to be obtained through the partnership. Once this has been completed, the roles of each organization must be determined, and committees should be formed in order to develop a successful project or event.

One of the challenges that may be encountered while executing a project of this magnitude includes having difficulty determining the roles of each organization. Without clearly defined roles, the organizations may struggle to complete all of the tasks that are associated with organizing a collaborative project. Having committee members collaborate between the organizations can alleviate this. While the initial convenience of having committee members be from the same organization, collaboration between organizations on committees provides another opportunity to strengthen the partnership and to ensure that each organization has input across the committees. The recruitment of volunteers to assist with the project can also be a difficult task, however, contacting CSI chapters and faculty at other universities in the area can be an invaluable tool for the recruitment of volunteers. Finally, it is imperative that all members of the partnership are prepared to address any unforeseen challenges they may arise.

Forming this partnership and completing a project through a partnership can be a difficult but rewarding experience. It is a great opportunity for counselor educators to demonstrate and model leadership for graduate students. It can also provide an opportunity for students to gain leadership skills in a safe environment with supportive supervision. Forging partnerships with local and state organizations can be an invaluable tool to assist graduate students on their paths to become leaders in local and state organizations, thereby fostering leadership in Chi Sigma Iota members and furthering the goals of Chi Sigma Iota International.

Chapter Collaboration Brings Diversity Pioneer to Campus

Rebecca Dickinson, Beta Sigma Upsilon Chapter

Martin Luther King Jr. stated “human progress is neither automatic nor inevitable...every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.” One such dedicated individual, who is considered the foremother of diversity training, is Jane Elliot. Jane Elliot created the Blue Eyed Brown Eyed exercise in response to the assassination of Martin Luther King Jr. in 1968. She used the Sioux prayer “Oh Great Spirit, keep me from ever judging a man until I have walked a mile in his moccasins” as her blueprint for the now famous exercise. The Blue Eyed Brown Eyed exercise classifies participants as superior or inferior based on an arbitrary, unchangeable characteristic such as eye color, which in turn unveils to them the experience of racism and discrimination.

Through her work, Jane Elliot allows participants to experience what it feels like to be a minority, thus creating awareness of the inequalities that still persist in our society today. As a teacher in a predominantly white Iowa town, Jane Elliot faced ridicule and controversy in response to her exercise, however she never gave up on her desire for a more just society. Between 1968 to 1984, nearly 500 children went through Jane Elliot’s exercise and many say that she is “a hero, a teacher extraordinaire whose simple exercise,

(Chapter Collaboration, continued on page 13)
Member Engagement: Tips for Chapters  
Eric Jett, Omega Zeta Chapter

Membership engagement can be a challenge for any chapter of CSI. Frequent inductions, graduation of members, and a challenge of how to keep chapter members active. A partnership providing opportunities to become involved in the chapter and creating ways to show members their involvement is appreciated appears to be a favorable balance. The following three tips, while small, may help chapter officers engage chapter members.

1. Create and encourage committee involvement. CSI is driven by the development of future leaders in the profession. Encouraging members not only to work on but help develop committees encourages chapter members to take on leadership opportunities and strengthen the chapter.

2. Provide chapter activities that encourage counselor wellness or professional development. Inviting a guest speaker or providing a workshop for chapter members are two options. This can pique members’ interest and show that chapter engagement is not always about work.

3. Request input from chapter members about the development of activities, what they would like to get from being a chapter member, and what their interests are in counseling. Each member can bring a new life perspective to the chapter. For example, chapter members might be willing to give a presentation over their area of specialization or a paper they wrote if interest is shown. This encourages the development of diversity in the chapter and encourages leadership development of chapter members.

Reactivation: A Success Story  
Cassie Storlie and George Rashid, Rho Upsilon Chapter

Reactivating an inactive CSI chapter can present some challenges for faculty and students. Information on chapter reactivation can be found on the CSI website (www.csi-net.org/chapters). In accordance with CSI Bylaws and policies, reactivation guidelines outline the formal processes in getting a chapter restarted. Anna Viviani helped reactivate the Rho Upsilon Chapter at the University of Iowa three years ago. Viviani suggests starting during the fall semester and obtaining support from the department chair is crucial for a successful chapter. Next, attend a faculty meeting and request approval to reactivate. It is essential to enlist at least two faculty members, one to serve as chapter faculty advisor and one to serve as an alternate. Both faculty should be or are eligible to be active CSI members and have doctorates in counselor education.

The chapter faculty advisor will need to take responsibility to: 1) obtain lists of local members from CSI and of students who qualify for induction (based on G.P.A. and suitability for endorsement on potential professional and clinical attributes), 2) see that the chapter meets the criteria of an active chapter each year per CSI Bylaws, and 3) be involved in chapter executive and general meetings. A good chapter faculty advisor is crucial in reactivation because he/she can obtain the CSI member list and qualified student list for membership.

Further steps are to: 1) speak with the university business office to see if there are any available funds held by the chapter prior to reactivation, 2) prepare the annual report, budget, and the chapter re-activation form, and 3) in consultation with the chapter faculty advisor, identify members who will agree to fill executive committee positions. CSI requires an executive committee to be instated prior to reactivation. Having the fall semester to complete the above steps allows for a spring induction ceremony. Ask prospective members for their parents’, partners’, and significant others’ email addresses early and send them an “evite” to attend the planned initiation later in the year.

Five ways to enhance participation after reactivation:

1. Be enthusiastic about the benefits of CSI membership!
   Professional identity, personal relationships, and recognition for academic excellence are obtained through membership, awards, grants, fellowships, and more.

2. Enhance visibility
   Don’t be just another email. Ensure that you seek CSI approval in the use of the CSI logo on CSI sponsored activities but do so proudly. Develop a chapter newsletter to validate pride in the CSI brand.

3. Communicate meaning
   Incorporate faculty, students and professionals in the meaning and spirit of CSI. Discuss how leadership opportunities can transform the growth in these select individuals

4. Get all counseling faculty involved!
   Invite counselors and counselor educators to be guest speakers at CSI events. Offer the option of speaking on a topic that is of their expertise and that is of interest to a variety of students and professionals.

5. Plan exciting fundraising and service projects
   Increased participation comes from a vested interest. Make your chapter projects meaningful! Contact CSI’s Counselor Community Engagement Committee for ideas and guidelines.
Elizabeth presently serves as the secretary of Omega Delta and is a mentor and coordinator of the chapter’s mentoring program. In addition to serving her chapter, Elizabeth has an established record of clinical experience and research scholarship, and commitment to the university and community.

Outstanding Practitioner Award:
Dr. Joseph Jordan of Upsilon Nu Chi Chapter, University of North Carolina at Greensboro
Dr. Joseph Jordan currently serves as Clinical Director of North Carolina Physicians Health Program. In addition, he serves on the editorial board for the journal *The Professional Counselor: Research and Practice*. His commitment to the field and the addictions community is further exemplified by his recent award of Outstanding Practitioner from the International Association of Addictions and Offender Counselors.

Dr. Christopher Wilder of Rho Kappa Chapter, University of North Texas
Dr. Christopher Wilder, a recent graduate of the University of North Texas’ Counseling Program, is the second recipient of the Outstanding Practitioner Award. He is an LPC-Supervisor and Certified School Counselor who brought over 20 years of counseling experience to his doctoral program. His supporters identify him as “the quintessential practitioner” and one who “exemplifies the qualities of the consummate professional counselor.”

Outstanding Practitioner-Supervisor Award:
Dr. Sue Bratton of Rho Kappa Chapter, University of North Texas
Dr. Bratton LPC-S, RPT-S is a Professor of Counseling at UNT where she directly supervises doctoral students in clinical practice. Dr. Bratton’s scholarly record reflects her commitment to Child-Parent Relationship Therapy (CPRT), having publications which include 12 books, 16 book chapters, 5 videos, 22 international/national peer reviewed articles, and 15 international/national invited publications. Dr. Bratton has secured 21 research grants to support doctoral students and has over 50 presentations and publications with students.

Outstanding Research Award:
Dr. Kerrie R. F. Fineran of Rho Kappa Chapter, University of North Texas (Project conceived and implemented at the University of Toledo, Alpha Omega Chapter)
Dr. Kerrie R.F. Fineran receives this research award for a study entitled *The Barnum Effect and chaos theory: Exploring college student ACOA traits*. Her study “represents a step forward in the understanding of personality traits of college students who were raised in homes where alcohol dependence or some other chaos producing events were present.” The results were published in 2010 in *The Journal of College Student Psychotherapy*.

Outstanding Individual Program Award:
“Ethics in Counseling: Current Issues & Practical Application” (Zeta Chapter, University of Alabama at Birmingham)
For the past two years, the Zeta chapter offers a state-wide ethics workshop for Licensed Professional Counselors entitled “Ethics in Counseling: Current Issues & Practical Application.” This workshop provides ethics training for over 300 practicing Alabama LPCs. Speakers at the workshop are recognized experts from around the state who are willing to donate their time and expertise to the Zeta chapter.

Outstanding Chapter Award (Large Chapter):
Upsilon Nu Chi Chapter, University of North Carolina
Since the chapter’s inception in 1986, they have initiated 818 members, of whom 94 are currently active. The chapter has demonstrated an impressive commitment to service, organizational structure, and has an extremely high level of activity. Upsilon Nu Chi has 16 different committees, 5 track representatives, and 5 executive officers who meet regularly regarding service to their department and local community.

Outstanding Newsletter Award (Small Chapter):
The Mental Note, Epsilon Gamma Pi Chapter, University of South Dakota
The Mental Note, a quarterly newsletter for the Epsilon Gamma Pi chapter, is a 100% student effort that consistently exemplifies excellence in scholarship, research, professionalism, leadership, and professional advocacy. *The Mental Note* celebrates the various accomplishments of the chapter, historically calling attention to activities in the areas of community engagement, leadership, counselor training, networking, service, stewardship, and other various university and community happenings.

Outstanding Newsletter Award (Large Chapter):
The Beta Bulletin, Beta Chapter, University of Florida
The Chi Sigma Iota Beta Chapter Bulletin, affectionately referred to as the “The Beta Bulletin”, is distributed twice each year to nearly 200 people, including 70 active Beta members. *The Beta Bulletin* is informative, attractive, well circulated, and scholarly. The newsletter features accomplishments of the Beta chapter as well as those of students and faculty at the University of Florida.

Visit www.csi-net.org to gain information about the 2011-12 awards process. Nomination packets are due December 1, 2011.
Student responses poured in about yet another important topic. Ensuring each respondent’s approaches were well represented, this question will appear as a two-part installment in the Exemplar.

Insights received by students reinforce that self-care is critical to managing the mental, emotional, and physical demands of our profession along with our personal lives. Although various strategies are discussed, individualization of approaches based on personality and values was an important consideration. **Susan Beth Rainsberger** (Beta Upsilon, Barry University) discusses the significance of awareness:

As a counseling student and developing counseling professional, stress comes from all angles, whether personal, interrelational, or organizational… It is the differences between our personal way of being and society’s way of functioning that produces stress… to cope, I open my mind to accepting and embracing human difference and the idea of collaboration. I also like to use the technique of coping self-statements.

As **Tyler J. Andreula** (Chi Sigma Mu, Montclair State University) states:

[T]aking moments to “recharge our batteries” to remain in top form is crucial… Some things that I use to promote my own self-care… include hiking, fishing, playing or listening to music, reading, and doing yoga. Each of these activities allows me to free my mind and experience a temporary escape from my responsibilities as a helper and student… I believe it is the temporary, rejuvenating, escape that is important, not the activity.

**Christian Hendren** (Phi Gamma Sigma, Argosy University-Chicago) also adopts various activities:

Physically, I enjoy running in 5K and 8K races that benefit organizations… Running in these races help to increase meaning in my life and decreases stress levels by burning away the stress. Mentally, I release my anxieties by speaking to my loved ones and counseling supervisors about my issues… [Also], by listening to calming and enjoyable music, I am able to relax, take a breath and focus my mind.

Physical activity helps **Sara Westling** (Chi Sigma Psi, Central Washington University):

One day, I decided-against all better judgment which was telling me to keep studying- to go for a run… for the first time in a long time, I felt free of stress. I felt like a new person when I got home. My brain was clear, I had a smile on my face and I was ready to conquer another day.

**Olivia Fadul** (Chi Theta, Jacksonville State University) reinforces the importance of time management to proactively combat stress along with various activities:

I try my hardest not to procrastinate and to work ahead on my assignments in grad school as well as the other things I need to do in my life. I find if we find the right balance of work and play we tend to avoid stress in our life… Daily planners as well as calendars are a blessing that helps us as busy counselors to function… To help me relax from stress I write poetry and play games on the internet… Another way that helps me to cope with stress is talking to friends and classmates.

Time Management also helps **Rotisha S. Hall** (Omega Zeta Chapter, Walden University) along with having peers to collaborate with:

[If] I organize a weekly schedule and try not to complete so much at one time and in a long length of time without allowing myself to take breaks throughout my daily studying. I allow time to make sure I involve myself in activities I enjoy with family and friends to help with decreasing extensive stress when using time management… Having a study buddy can help.

**Ariel Winston** (Chi Epsilon Chapter, Georgia State University) details the importance of social support:

I make sure to have a sound social support system of family members and friends both inside and outside of my graduate program… When I am not able to travel or do not have the time to socialize with friends, I take a break by listening to music, watching television, and cooking.

**Daniel Lechleiter** (Rho Epsilon, University of Northern Colorado) also identifies social support and planning:

First, find others who are dealing with similar stress… I find that hanging with my classmates who can relate to the stress I’m going through is one of the best ways to deal with my personal work or school tension… Also, being involved in CSI is an excellent way to connect and relate. Second, I suggest getting a planner that you can schedule “fun” activities in. Don’t put any work or school related items into it, only “fun” items… Thirdly, build and maintain a good rapport with your professors.
Chi Sigma Iota values excellence and promotes the realization of a healthy society by fostering wellness and human dignity. Our honor society also supports counselors’ attainment of academic and clinical excellence. As such, we should be aware of how our individual actions can impact others’ attainment of such excellence. Ironically, some of our efforts to support others may actually do harm.

Recommendation letters are commonly required in academic and employment positions. A recent study suggests that there is disparity between the descriptive words used when writing a letter of recommendation for females and their male counterparts. Madera, Hebl, and Martin (2009) found that women were described in gender-stereotypic ways, using communal terms and portraying their social or emotive characteristics. Conversely, male candidates were more often described in individualistic terms which described their assertive and proactive qualities.

Negative Effects of Gender Stereotypes in Letters
Madera et al.’s (2009) findings are important to counselors because the descriptors most often used in letters for males—stereotypical depictions emphasizing assertive qualities and active roles—were found to increase candidates’ likelihood of earning a position in academia. Positions in academia often require aggressive pursuit of career promotion and the ability to be away from home for extended periods of time (Madera et al., 2009). Gender stereotypes suggest that women do not have such qualities and, thus, will not be an asset in the academic setting.

Although counselors and counselor educators may intend to write a letter of recommendation that will increase the likelihood of a candidate’s success, it is possible that the opposite result may ensue. Gender-stereotypic letters actually make it more difficult for females to secure competitive counseling positions. A recommendation that includes female-stereotypic words such as helpful, or highlights a candidate’s desire to work in the best interest of the group, may detract from the perception that this candidate possesses the ambition and fortitude required to be successful in a demanding career.

Additionally, gender role-stereotyped language can become prescriptive (Madera et al., 2009). For example, if letter portrays a female candidate as communal and helpful, her employers would expect her future performance to align with such descriptors. Conversely, a letter that emphasizes traditionally masculine descriptors might provide an inaccurate depiction of an assertive, yet docile, male candidate. As a result, employers may interact with candidates in stereotypic ways that could result in tension between employer and employee.

Tips for Letter Writing
Recommendation writers should be aware of the content and context of the letters they write. Mindful letter writing can ensure that we do not harm others’ chances of securing a position they desire. Additionally, accurate letters can ensure that the image portrayed in the letter matches the actual behavior that can be expected of the candidate.

Pay close attention to the words used in recommendation letters and reflect upon personality or behavior in a way that does not reinforce gendered stereotypes. If a female is a charismatic leader, use descriptors such as ambitious and self-confident rather than warm and kind. If a male candidate is a valuable, relational team member, but rarely takes a leadership role, use words such as reliable and helpful rather than assertive and dominant.

Be aware too that people often attempt to make sense of the world by placing each other on contrived continuums. For example, if a female candidate is warm and relational, we might minimize the fact that she is also confident and tenacious. Take care to avoid reinforcing internalized gender concepts and emphasize relational and self-assured characteristics equally.

In addition to specific words, pay close attention to the theme of the letter. Focus on activities, qualities, and accomplishments rather than how a candidate relates to others. For example, report that a candidate secured a grant in order to begin a mentoring campaign, rather than explaining that the candidate is nurturing and enjoys mentoring her peers.

Awareness of the aforementioned issues and mindful efforts to counteract gender stereotypes will ensure that the time and effort spent in recommendation writing will invite the intended benefits. Additionally, removing oneself from a stereotypical mindset can actually allow a letter writer to provide a more accurate description of the candidate’s true abilities and aptitude. In conclusion, it is important to strive for a balance between positively portraying a candidate and ensuring that what is written is truthful and non-stereotypical.

Reference
Chi Sigma Iota’s Global Network was created to link counselors around the world. The impetus for the Network came from the large number of international counselors’ visits to the CSI web site and interest expressed by counselors in the United States. The ultimate purpose of the Global Network is “to contribute to the knowledge base of counseling around the globe and to provide a site where individuals and nations can share information about the development of counseling” (www.csi-net.org/international).

The Global network is publicly accessible and it is our hope that all counselors find something of interest to read and share. The site includes summaries of the state of counseling in various countries (and more are always welcome!), a list of counseling associations and web sites organized by continent and country, and an extensive list of published articles that describe counseling in countries around the globe.

Interactive forums for global networking provide a place where professional counselors (not just CSI members) can post and respond to discussions about their travels and experiences, share information and resources, and network with other professionals. An International Jobs Forum where members can post information about counseling positions in various countries is also available.

Please visit our site and join the network with your own postings about counseling across the globe. The Chi Sigma Iota Global Network has reached fruition, but additions and suggestions for making this an even more useful resource are always needed and welcomed! Write info@csi-net.org to share your comments and ideas.

What’s New at csi-net.org?

Chapter leaders and members can get helpful ideas about chapter activities by reading self-instructional PowerPoint training packages at csi-net.org/chapters. Professional counselors and Chapter Faculty Advisors can get CEUs for completing the training programs. Topics now on line include:

- Professional Members, a program full of ideas for meeting the needs of alumni and professional members and keeping them involved in your CSI chapter.
- Chapter Web Pages and Facebook Sites are separate packages providing concrete suggestions and strategies for creating and using chapter web pages, chapter Facebook sites, and other forms of chapter internet presence.
- Creating a Chapter Newsletter and four packages are to help chapters plan and implement dynamic Awards Programs at the chapter level and submit successful nominations to CSI International are also available.

(Chapter Collaboration, continued from page 7)

which lasted just two days, forever changed their lives.” Jane Elliot exhibits courage in the face of adversity, strength in the face of fear, and compassion in the face of inequality. Her work forces us to move beyond our discomfort and look deep within ourselves for the answers to the injustices that are still present, and as a result allows us to be agents of change.

By working collaboratively with other student organizations on campus, the Boise State University chapter of Chi Sigma Iota, Beta Sigma Upsilon, had a tremendous opportunity to have Jane Elliot perform her exercise with Boise State students and provide students, faculty, and community members with a presentation exposing them to the devastating effects of racism. Students’ reactions to their experience being in the exercise were videotaped and will be used on campus as a diversity tool. This experience allowed students, faculty, and the community to gain greater awareness about issues of racism resulting in a deep understanding of what it is like to walk in another person’s shoes. This new knowledge helps foster an environment on campus and in our community that supports compassion, integrity and equality. The author Kenneth Clark wrote “Jane Elliot’s contribution demonstrates that it is possible to educate and produce a class of human beings united by understanding, acceptance, and empathy.” These values of understanding, acceptance, and empathy are core values in Chi Sigma Iota and it is our goal to strive to represent them in our actions.
Dr. Renae Reljic exemplifies the mission of Chi Sigma Iota and creatively and practically integrates CSI ideals into her chapter and classroom. She is passionate about mentoring and instilling a strong sense of pride and professional identity within her students at the University of Wisconsin Oshkosh.

Dr. Reljic joined the Department of Professional Counseling at the University of Wisconsin Oshkosh in 2007. Currently, Dr. Reljic is actively involved in numerous professional organizations including the American Counseling Association, the Association for Counselor Education and Supervision, North Central Association of Counselor Education and Supervision, South Dakota Counseling Association, and the Wisconsin Counseling Association where she is currently serving as President. In addition to professional leadership, teaching, and supervision, Dr. Reljic also has a private counseling practice where she serves her community by providing children and families with pro-bono counseling.

In 2008, Dr. Reljic began service as a co-faculty advisor to the Omega Sigma Eta chapter of Chi Sigma Iota. During the past three years as she has served as co-faculty advisor, Dr. Reljic has seen growth in its chapter and student leaders. She notes the chapter has been very active, and has grown significantly over the past five years. She states “the chapter has grown from a few students, to having rooms completely filled with dedicated and passionate students who are eager to make a positive difference within their communities and profession.” As a co-faculty advisor, Dr. Reljic notes that the most rewarding part of mentoring these student leaders has been watching the students come together to support each other personally and professionally. She states there is a genuine care and concern among the students within the counseling program. This connection, which has been nurtured through mentorship, has been the most significant factor in building such a strong active chapter. The most challenging aspect however, has been helping students learn how to communicate in a professional manner. On the other hand, Dr. Reljic notes that this can also be rewarding when the students get it, and develop a strong professional identity.

Like many chapter faculty advisors, Dr. Reljic began her involvement in CSI while a graduate student at the University of South Dakota. As a master’s student at the University of South Dakota, she was encouraged to not only join CSI, but to actively participate in the local chapter. Consequently, Dr. Reljic was nominated to serve as President-Elect of her chapter, as well as serving on several committees. She counts the opportunities to work with both master’s and doctoral students as a critical aspect of her professional development, instilling within her an awareness of the responsibility she has as a professional counselor. When asked what important piece of advice she would like to pass along to her student leaders Dr. Reljic said, “Be intentional about what and how much of your time you dedicate to service. Always be mindful not to overextend your commitments, and take care of yourself because you will never be able to provide the support to your clients if you yourself are impaired.”

Early in her career as a counselor educator, Dr. Reljic developed a passion for advocacy and promoting a strong professional identity among her students, as she observed a significant need for students to take pride in their distinct identities as professional counselors. In fact, Dr. Reljic notes that this is a critical issue not only for our students but our profession in general. She continued to state, “With the current economic climate and changes to local, state and federal mental health services, maintaining our professional identity is essential, as we need to continue collecting data to prove our profession has validity and relevance. As a counselor educator it is my responsibility and privilege to support our students in developing a solid professional identity. If our students leave our classrooms and programs unsure of themselves and who they are as professional counselors, then the care they will extend to the clients in our communities will decline significantly and negatively impact our profession. My goal as a counselor educator is to continue helping quality professional’s graduate, as I see the students being extension of myself.”

In her closing remarks, Dr. Reljic wanted to extend her gratitude to other counselor educators, CSI members and faculty advisors by stating, “I would like to commend you on the work you do each day to advocate for our profession and instill the value of a strong professional identity. Without your dedication, leadership and mentorship the counseling profession could not thrive.”

Have an outstanding faculty advisor who you think should be spotlighted?

Please contact the Exemplar Editor.
2010-11 Leadership Fellows and Interns Provide 600+ Hours of Service to CSI

Jane Myers & Carrie Wachter Morris

“The CSI Leadership Fellow and Intern program offers outstanding Chi Sigma Iota members in the early years of their professional career an opportunity to broaden their awareness and leadership potential in the profession. CSI created the program to assist future leaders in developing skills and competencies that can advance the counseling profession.”

In 2010-11, eight Leadership Fellows and two Leadership Interns (LFIs) together provided more than 600 hours of service to CSI. They served as members of five different committees and three task forces and provided 194 hours of committee service. Among many other activities, LFIs helped review nominations for awards and the leadership essay contest, helped with training sessions on CSI Day, participated as committee members in meetings and discussions, recorded meetings of minutes, and helped develop and review training materials.

Three LFIs contributed articles for the Exemplar, four worked on projects for csi-net.org, five helped summarize chapter annual reports, and three attended Executive Council meetings. All participated in CSI Day 2010 as facilitators and recorders of small group sessions.

Comments from LFIs on the meaning of their experiences with CSI are included at csi-net.org/awards. In the next issue of the Exemplar, more specific information about LFI experiences and perceptions of their activities will be described.

(Leadership Fellows, continued from page 6)

Regina Moro is a doctoral student at Syracuse University, where she currently serves the Mu Tau Beta chapter as president. She was the November 2010 recipient of the Graduate Student award from the North Carolina Association for Addiction and Offenders Counseling, and she has presented at several national conferences.

Goeun Na is a doctoral student specializing in school counseling from the University of Maryland. She currently serves as the vice president of the Alpha Delta chapter. An active presenter, Goeun is the Web master for the Maryland Association for Counseling and Development. She is also writing for publication and currently has a book chapter in press.

Amy Zavadil is receiving her advanced certificate in counseling and will be a doctoral student next year at Montclair State University, where she is currently serving as the president of the Chi Sigma Mu chapter. She has an article in press and is the current editor of the Association for Adult Development and Aging newsletter. Amy is committed to community service and has coordinated programs including Bonner Leader Americorps day of service on campus.

Congratulations to all of our Leadership Fellows and Interns. We look forward to your year of service and leadership in Chi Sigma Iota.

STUDENT IDEAS AND EXPERIENCES NEEDED FOR PUBLICATION!

Column Editor:
Elizabeth A. Mellin

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:

How do I make the most out of my CSI involvement?

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. Submission deadline November 15, 2011

Summer 2011 15
Chi Sigma Iota Exemplar
CSI Headquarters
P. O. Box 35448
Greensboro, NC 27425-5448

DISCLAIMER:
The Exemplar is published three times a year by Chi Sigma Iota International. The editors reserve the right to edit and determine the appropriateness of all submitted material. Any material submitted for publication in the Exemplar should be accompanied by a name, address, and phone number. It is the responsibility of the contributing writer to check the accuracy of the material submitted.

Material submitted by a contributor is the expression of the contributor and is not necessarily the official position of the Exemplar or Chi Sigma Iota International.

CSI reserves the right to reject and/or edit all copy.

Advertising is not accepted.

All material must be sent to Dr. Joffrey S. Suprina, Exemplar Editor-Elect, Argosy University-Sarasota, 5250 17th St., Sarasota, Florida 34235, or email: jsuprina@argosy.edu.

Chi Sigma Iota Welcomes New Chapters!

Gamma Gamma Epsilon
North Georgia College & State University

Zeta Pi
Rowan University

Iota Sigma Chi
University of Wisconsin-Stout

Chi Nu Upsilon
Carson Newman College

Delta Psi Chi
Seattle University

Chi Sigma Alpha
Minnesota State University-Moorhead

Chi Nu Sigma
Waynesburg University