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Chi Sigma Iota

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# EXEMPLAR

*Counseling Academic and Professional Honor Society International*

## 2012 Thomas J. Sweeney Professional Leadership Award Recipient: Dr. Craig Cashwell

*by Edward Wahesh, CSI Intern, Upsilon Nu Chi Chapter, University of North Carolina at Greensboro*



During the Chi Sigma Iota annual awards ceremony at the ACA conference, the *Thomas J. Sweeney Professional Leadership Award* was presented to Dr. Craig

Cashwell of Upsilon Nu Chi Chapter of The University of North Carolina at Greensboro. This award, named after the founder of Chi Sigma Iota, recognizes and honors persons who through their vision, leadership, and concern for others have strengthened, expanded, and enhanced the counseling profession. In his 20 years of service as a professional counselor and counselor educator, Dr. Cashwell has exemplified these qualities and has made substantive contributions to the profession.

During his career, Dr. Cashwell has demonstrated leadership in the areas of professional service and advocacy. He has held numerous positions with the Association for Spiritual, Ethical and Religious Values in Counseling, including president, and currently serves as a member of the American Counseling Association Governing Council and the Association for Counselor Education and Supervision Executive Committee. As chair

of the Council for Accreditation of Counseling and Related Educational Programs from 2008-2010, one of the nominators for the award stated that Dr. Cashwell was "instrumental in the development of the new [2009 CACREP] accreditation standards." These standards significantly raised the importance of professional identity within counselor education and the profession of counseling. Supporting the adoption of these standards in numerous publications and venues, Dr. Cashwell proudly identified himself as a professional counselor and described the establishment of the 2009 CACREP Standards as a critical step in the identity development and maturation of the profession.

Dr. Cashwell also has made significant contributions to expand and enhance the counseling profession through scholarship. Having authored or coauthored nearly 100 publications and given over 130 conference presentations, he has been at the forefront of research into the role that spirituality and religion play in counseling. This research has led to the development of professional competencies and best practices for counselors to address issues of spirituality and religion during counseling. Dr. Cashwell is also recognized as a leader in the areas of addictions treatment and counselor education, contributing scholarly work that has promoted excellence in counselor preparation and practice.

As a counselor educator, Dr. Cashwell best exemplifies professional excellence and concern for others through his passionate and dedicated service to his students. He has directed 26 (and counting) doctoral dissertations and has been a mentor to countless counselors and counselor educators who have studied with him. The care and generosity he embodies as a mentor are displayed both inside and outside of the classroom, in ways such as volunteering to facilitate a workshop for the members of Upsilon Nu Chi or by his willingness to talk with students, regardless of the topic or time in the semester.

When reflecting on the *Thomas J. Sweeney Professional Leadership Award*, Dr. Cashwell admitted that he was humbled to receive an award named in honor of a visionary leader of the counseling profession. He also described feeling a tremendous sense of gratitude to his wife for her constant support and acceptance. While his distinguished record of leadership and scholarship represent a career worthy of this honor, the passion and vision that Dr. Cashwell brings to his work as a professional counselor and counselor educator make it apparent that he will continue to strengthen, expand, and enhance the counseling profession for many years to come.

Please visit [www.csi-net.org/awards](http://www.csi-net.org/awards) for a list of past recipients of the Thomas Sweeney Award, or for more information on CSI's awards program.

### In this issue...

CSI President's Column.....	2
Headquarters' Update .....	3
2012 LFI's.....	4
Walking Out of Fear.....	5

CSI Award Recipients.....	6
ACA Photos .....	7 & 13
Student Insights.....	8
CFA Spotlight.....	9
Effective Fundraising .....	10

Tom Sweeney Tribute.....	11
Third Wave Feminist Theory .....	12
Now What? .....	13
International Advocacy:	
Othman Mohamud.....	14
Mentorship in Counselor Education.....	15

# President's Column

by Victoria White Kress, CSI President, Eta Chapter, Youngstown State University



As I sat down to write this column I thought, "Wow, am I REALLY the Chi Sigma Iota (CSI) International President? What an amazing privilege! And wait, how did this happen?"

On my journey, I have set out to do many things, but like many of you, I have never viewed myself as a leader, and I certainly never imagined myself as the leader of an international counseling society. What is particularly significant about serving as the president of Chi Sigma Iota is the weightiness that goes along with the position; because the development of leaders is central to CSI's mission, and because CSI is the only counseling association that has the development of leaders at its core, a CSI president needs to be an exceptional leader. I need to state though that I am not carrying this responsibility on my own: you, as a CSI member, have also made a pledge to engage in professional excellence, which includes being a professional leader!

What is a leader and how can CSI help support leadership development? One thing I know is that being in a leadership position does not necessarily make you a leader. As I write this, I have been the CSI president for 8 hours and 37 minutes, and I can say with certainty that I am no more of a leader now than I was 8 hours and 38 minutes ago. Leaders are among -and within- all of us, and it is our responsibility to connect with our own leadership strengths, and foster the leadership potential in those around us.

Leadership involves influencing others to help support shared goals. As members of CSI, we are about growing leaders, advocating and supporting our profession and the consumers with whom we work, and supporting excellence - which along with leadership and advocacy is translated into promoting scholarship, research, and professionalism. Because counselors' professional foundation includes communication skills, and a

focus on developing others' strengths, we are in a unique position to serve as leaders. I also hold the opinion that most counselors are caring, passionate, and forward-thinking; again, characteristics that are important leadership qualities.

In order to be a leader, it is important that you connect with your passion. When you are passionate, others feel and are inspired by your passion. It is my sincere hope that you will reflect upon what topics and issues spark a passion within you.

Support and resources are necessary to accomplish leadership initiatives. You are enveloped by an organization full of people who want to support you in taking leadership around your passions. Over the next year, the Chapter Faculty Advisor committee, Chapter Development Committee, and other CSI leaders will continue to collaborate to empower chapter members, leaders, and advisors to enhance leadership initiatives. Readily accessible resources that can augment current chapter-level leadership and practices are a critical element of long-term success. I will place an emphasis on developing and systematically making available, practical, readily applied resources that can swiftly benefit chapters. For example, new webinars on leadership (and other topics) will continue to be provided free of cost to all CSI members.

Many of you have resources that are yet untapped, and talents and experiences that can strengthen CSI. To fully realize the unique strengths of all CSI members, we are actively recruiting and engaging new volunteers. I would like to invite you all to consider completing the volunteer application form found on CSI's main webpage or at: <http://www.csi-net.org/displaycommon.cfm?an=1&subarticlenbr=1086>

Finally, as CSI begins to update its strategic plan, we will be seeking feedback from CSI members. Please let us know if you have suggestions or ideas on how we can better serve you and our membership. I am excited about CSI's future and again, it is a privilege to serve as your President!

## Leadership Directory 2012-2013

### President

Victoria White Kress, Ph.D., LPCC-S, NCC  
Youngstown State University

### President-Elect

Andrea L. Dixon, Ph.D., NCC  
Georgia State University

### Past President

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### Leadership Interns

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Edward Wahesh, MS, LPCA, NCC  
University of North Carolina at Greensboro

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# Headquarters' Update—Mid-Year Report

by Jane Myers, CSI Executive Director, Upsilon Nu Chi Chapter,  
University of North Carolina at Greensboro



This is my first column as CSIs Executive Director and I have thought a lot about how best to use this opportunity. The summer Exemplar issue has traditionally been a time

for the Executive Director to summarize the prior years' accomplishments and provide a brief look to the future. CSIs accomplishments are easy to list. Though too numerous to mention them all, here are a few highlights from the 2011-12 year:

- CSIs LinkedIn site was launched, and already has more than 1,000 members; our Facebook page exceeds 2000.
- A new position of Senior Editor for the Counselor's Bookshelf was created, three section editors were named, and a new section on Music was added.
- CSIs webinar series was launched and to date more than 1,500 members have registered, more than half have received free CEUs for attending.
- The CSI-endorsed book *Professional Counseling Excellence through Leadership and Advocacy* was published, with proceeds benefiting leadership development initiatives.
- The new Professional Members Committee was appointed to identify and address the needs of professional members.
- Counselor Community Engagement (CCE) Emergency Response guidelines for CSI chapters were prepared by the CCE Committee.
- More than \$74,000 in rebates were provided to CSI Chapters to support membership services.

- The number of initiated members exceeded 81,000, 11 new chapters were added and 23 chapters reactivated.
- CSI's "conference within a conference" was evident again in San Francisco where ACA had a record number of registrants and CSI had full member attendance at its many functions, programs, poster sessions.

CSI has experienced exponential growth and currently ranks among the largest three professional counseling associations in the world. It is fiscally sound, organizationally strong, and from all perspectives may be viewed as a highly successful organization. When asked by the Executive Director Search Committee to provide my vision for the future, my first thought was this: It isn't broken, let's not approach it as needing to be fixed!

Few if any would argue that CSIs success has rested on a foundation of sustained, steady, and effective leadership. Our policies and practices are grounded in a strategic plan that guides decision making and maintains an organizational focus on what we do best, exemplified in our mission: *promoting excellence in the profession of counseling.*

As we move into the new year, several priorities stand out to me as important for our organization, starting with a renewed look at CSI's unique place in the profession. These include: 1) support to chapters, 2) support to members, volunteer leadership involvement and mentoring, 3) technology and publications, and 4) the "I" in CSI.

1) CSI's work has always been accomplished at the chapter level. Providing support to chapters means providing support to those who keep chapters active – our Chapter Faculty Advisors and leaders. Having served as a CFA for over 29 years, including my work with Rho Chi Sigma Chapters, I can honestly say this role has been one of the most

*Continued on Page 5*

## 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 1

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## Facebook Groups and

## Facebook Pages:

### What Is the Difference?

by Stephen D. Kennedy, Social Networking Consultant, Nu Sigma Chi Chapter, North Carolina State University

The social networking site Facebook offers two distinct types of sites for organizations: Groups and Pages. While both offer similar features, groups are "closed," meaning that prospective members must send a request to join and be approved by an administrator before they can access the site, unlike pages that allow any Facebook user to access the site. A closed Facebook Group is the appropriate format for a chapter Facebook site. Chapter members can review CSI's complete Social Networking Policy and submit a Facebook Group for approval at [csi-net.org/chapters](http://csi-net.org/chapters).



# 2012-2013 Leadership Fellows and Interns

by Casey A. Barrio Minton, CSI Past-President, Rho Kappa Chapter,  
University of North Texas

Each year, Chi Sigma Iota identifies 10 promising leaders to serve as Leadership Fellows and Interns (LFIs). LFIs learn about leadership by attending leadership development events during CSI Day and connecting with a leadership mentor throughout the year. Leadership Fellows provide at least 50 hours of service by serving on CSI Committees and Review Panels. Two Leadership Fellows are selected to serve as Interns who contribute an additional 50 hours of service, attend all Executive Board Meetings, and take part in special projects. LFIs are selected based on service to their chapter, professional leadership and advocacy, and vision. This year, the selection committee consisting of CSI Past-President, President, and President-Elect received a record number of nominations. The below highlight the nomination qualifications of the LFIs.

## Leadership Interns



**Cassandra Storlie** is President and Newsletter Co-Editor of Rho Upsilon Chapter at The University of Iowa. A doctoral student, Cassandra is focused on counselor education.

Her accomplishments include refereed publications, presentations, academic and professional awards, and service to the profession. Cassandra is passionate about best practices in career and social justice for marginalized populations, specifically undocumented students and students with Asperger's Syndrome.

**Edward Wahesh** is President of Upsilon Nu Chi Chapter at The University of North Carolina at Greensboro. A doctoral student, Ed is focused on counselor education. His accomplishments include a refereed publication, presentations, academic

and professional awards, and community engagement. Ed's research interests include substance abuse, leadership development, clinical supervision, and use of technology in counseling.

For more information on  
CSI's Leadership Fellow  
and Intern Program, visit  
[www.csi-net.org/awards](http://www.csi-net.org/awards).

## Leadership Fellows

**Richard "Joe" Behun** is President of Delta Upsilon Chapter at Duquesne University. A doctoral student and school counselor, Joe is focused on counselor education. His accomplishments include refereed publications, professional presentations, academic and professional awards, and service to the profession. Joe is a ten-year veteran of the United States Army with law enforcement experience; he specializes in human sexuality as well as criminal and civil liability.

**Michael Hannon** is Vice President and Professional Development Chair of Rho Alpha Mu Chapter at The Pennsylvania State University. A doctoral student focused on counselor education and

leadership, Mike's accomplishments include refereed publications, professional presentations, academic and professional awards, and service to the profession. Mike's research and advocacy helps counselors respond to the needs of clients who live with or care for people with developmental disabilities.

**Jessica Headley** is President-elect and Newsletter Chair of Alpha Upsilon Chapter at the University of Akron. A doctoral student, Jessica is focused on obtaining a position at a teaching hospital. Her accomplishments include refereed publications, presentations, academic awards, and community engagement. A neophyte feminist counselor, she aims to end inequality and oppression through empowerment and social change.

**Kacy Mixon** is President of Beta Chapter at the University of Florida. A doctoral fellow, Kacy is focused on counselor education. Her accomplishments include professional writing, multiple presentations, academic and professional awards, study abroad, and community engagement. Kacy is involved in research focused on school-family-community collaboration, training clinicians to work with family violence client populations, and counselor burnout and wellness.

**La Tasha Osborne** is President of Alpha Omega chapter at the University of Toledo. A doctoral student and home-based counselor, La Tasha is focused on counselor education.

Her accomplishments include a refereed publication, several presentations, academic and professional awards, and community engagement. La Tasha's research interests include homelessness among youth, multicultural training, and social justice advocacy.

**Lindy Parker** is President-Elect of Chi Epsilon Chapter at Georgia State University. A doctoral student and Academic Advisement coordinator, Lindy is focused on counselor education.

Her accomplishments include professional publications, numerous presentations, academic and professional awards, study abroad, and community engagement. Lindy's research interest includes examining the gatekeeping process from the student perspective.

**Katherine Purswell** is awards chair of Rho Kappa Chapter at University of North Texas. A doctoral student specializing in play therapy, Katie is focused on counselor education.

Her accomplishments include refereed publications, numerous presentations, professional awards, teaching abroad, and significant community engagement. She is passionate about working with clients who have experienced interpersonal trauma and adoption.

**Asa Warren** is President of Upsilon Nu Mu Chapter at University of New Mexico. A master's student and intern at the New Mexico Veteran's Administration Hospital, Asa is focused on becoming a researcher, supervisor, educator, and technologist. His accomplishments include active professional involvement, professional advocacy, and significant community engagement. A Veteran himself, Asa is interested in trauma and comorbidity; he has previous experience working with refugees.

# Walking Out of the Shadows of Fear

by Maria Collar, Phi Rho Chapter, St. Bonaventure University

In January 2009, after experiencing a major life transition, I was diagnosed with PTSD and generalized anxiety followed by an endless struggle with fear. Shortly after, anxiety with its ugly appearance inundated every corner of daily life, trivial tasks like writing or reading presented monumental impediment. Even the thought of presenting in front of a crowd turned me into a feeble pile of sweat and tears.

Needless to say, finding the courage to apply for the Chi Sigma Iota poster session at the ACA conference was not an easy endeavor. Just staring at the words "ACA conference" on the application made my hands tremble with fear. However, welcoming the challenge afforded an extraordinary opportunity to tap into some undiscovered talents

and develop new skills by confronting every single self-defeating voice. Furthermore, participating was like embarking on a journey of meaning, discovery, and awareness.

At the conference while standing tall next to this 42 X 52 inches creation, victory against the evil monkey of impossibility became self-evident. I felt empowered by pride and joy as every dot and comma transformed into little declarations of conquests. More than mere content, each word transformed into potent demonstrations of receiving my own voice, one strongly attesting against the binds of mental illness.

Since then I have been encouraged to seek further other opportunities for personal and professional growth.

With a high degree of confidence, it can be said that the learning from this experience goes above and beyond any knowledge found in any graduate level textbook. More than anything, a humbling experience with the amazing potential of giving courage to a terrorized little Cuban girl and power to an adventurous mama bear.

I hope this experience inspires others to step outside the bounds of fear and fight the evil monkey of impossibility, regardless of one's mental health condition. It is certainly not easy walking out of the shadows of fear but doing so can be most liberating.

Thank you CSI for being the catalyst.

## Headquarters' Update—Mid-Year Report

*Continued from Page 3*

rewarding of my professional career. I look forward to supporting CFAs in the joyful process of mentoring our next generation of leaders.

2) Leadership development and training is described in Dr. Kress' column in this issue as a main priority for the coming year. CSI has always worked to train leaders for the counseling profession, and this year will bring new resources and strategies to fulfill this important part of our mission. Through effective servant leadership, CSI will continue to provide and expand services to our diverse and growing membership.

3) This year CSI will reexamine and work toward a comprehensive plan for our publications, guided by member needs and our strategic goals. The integration of new technologies to keep CSI vibrant and responsive to member needs will remain a challenge. My goal is to use technology to network with our current and alumni members, hence, social networking and electronic training (webinars) will continue to be emphasized.

4) CSI is an international honor society. We have global members, most educated in the US. Our goal has been to support counseling internationally. Earlier Executive Councils learned that other cultures were unfamiliar with and not supportive of honor society values of the US. As a consequence, CSI initiated the CSI Global Network, a compendium of resources on counseling in other countries designed to promote learning about our profession from a global perspective. All CSI members are encouraged to share their experiences beyond U.S. borders through our interactive forums. I look forward to increased internationalization for CSI through partnerships with other organizations both in the U.S. and globally.

Consistent with past policy, there are no plans for CSI to try to transport the US culture of honor societies abroad. Our goals are mutual sharing with individuals and organizations seeking to bring counseling service to all who can benefit from a wellness, developmental approach to promoting human dignity and well-being.

I have observed the challenges faced by other honor and professional societies during Executive Director transitions. Some have fared poorly in the process, some have floundered and gained strength in the short or long run, and some have transitioned smoothly into new eras of leadership. My goals for CSI include stability where that best serves us, continued growth along established paths that address the needs of our members and our profession, and positive change where prudence suggests the wisdom of proactive responses to changing internal and external demands.

It is encouraging to me to know that I am not expected to make CSI what Tom Sweeney wanted it to be. It already has become that and more. CSI is not broken. Rather, it has a strong organizational and membership foundation that allows us to knowingly be drawn into the possible future. I invite and expect our members and leaders to share your ideas with me to vision that future and make it a reality.

**Contact information:**  
[jemyers@csi-net.org](mailto:jemyers@csi-net.org)

# Chi Sigma Iota 2012 Awards Recipients

by **Amanda C. LaGuardia**, Awards Committee Chair, Beta Kappa Tau Chapter,  
Sam Houston State University

The awards process this year was challenging as we had many excellent nominees. We had 26 committee members and reviewers from around the world, and had more than 50 nominees. Much gratitude is owed to our excellent committee and reviewers and congratulations to all the nominees. For a complete list please visit our website.

## Outstanding Entry Level Student Award:

**Melissa Coyle**, Alpha Mu, Walsh University & **Matthew Portner**, Omega Delta, Old Dominion University

Melissa Coyle has a career goal to provide counseling services to military personnel and their families. Her nomination stated that she “embodies the CSI mission” and that “As evidence of excellence and commitment to the profession, she has volunteered for the Global Learning Project in Uganda, Africa to assist and teach counseling skills to Mental Health workers in war torn areas of the country.”

Matthew Portner hopes to continue his service to the psychiatric hospital where he currently works and plans to apply to doctoral programs in the future. Throughout his time in his master's program he has worked full-time in the counseling field.

## Outstanding Doctoral Level Student Award:

**Rebecca Michel**, Omega Delta Chapter, Old Dominion University

Rebecca's career goal is to become a counselor educator and focus on research regarding counselor preparation and career satisfaction among counselors, violence prevention across various settings, and cultural diversity with particular attention to aging and international counseling. She has numerous publications and presentations and has conducted several program evaluations.

Please visit [www.csi-net.org/awards](http://www.csi-net.org/awards) to view the entire 2012 Awards Program and Year in Review.

## Outstanding Chapter Faculty Advisor Award:

**Dr. Janna Scarborough**, CFA of the Eta Tau Sigma Chapter, East Tennessee State University

Dr. Scarborough has been a CFA since 2009 at her current chapter and previously served at another institution. The current Chapter President stated, “I have grown to admire her as a leader, faculty member, counselor, and person as she exudes the very essence of Chi Sigma Iota... there are no doubts that her efforts will leave a lasting legacy...” A fellow faculty member wrote “I can say without reservations that I have never worked with a more dedicated counselor educator ... I have seen the difference she has made and I am so grateful that she is a part of our faculty.”

## Outstanding Service to the Chapter Award:

**Cheryl Fulton**, Upsilon Nu Chi Chapter, University of North Carolina Greensboro

Cheryl Fulton is a doctoral student who served as the chair of her chapter's Counselor Community Engagement Committee for two years. One of her supporters stated she “has taken a significant leadership role in not only providing a service to our chapter, but developing and institutionalizing a program wherein counseling students may continue to engage in a community partnership to extend their learning about individual differences and increase what Dr. Courtland Lee refers to as their global literacy.”

## Outstanding Practitioner Award:

**Leah Miller**, Rho Kappa Chapter, University of North Texas

Leah Miller is the owner and founder of the Counseling Center of Expressive Arts in El Paso. Her practice includes seven counselors that specialize in working with children using play therapy, art therapy and sand tray therapy. She is the past president of the Texas Association for Play

Therapy and currently is on the Ethics committee for the Association for Play Therapy.

## Outstanding Practitioner Supervisor Award:

**Dr. Jennifer Dougherty**, Rho Kappa Chapter, University of North Texas

Dr. Dougherty is a counselor and supervisor in private practice at New Leaf Clinic and adjunct faculty member at the University of North Texas. She specializes in play therapy and child assessments and works with parents conducting filial therapy. Additionally, she supervises 3rd year doctoral students in their Doctoral Internship and supervises LPC-Interns in a variety of settings including private practice, psychiatric hospitals, schools, and domestic violence agencies.

## Outstanding Research Award:

**Deborah Ojiamb**, Rho Kappa Chapter, University of North Texas

Deborah Ojiamb, a recent graduate of the Ph.D. program, is now a counselor-intern at Watoto Children's Village in Uganda providing group activity play therapy to thirty preadolescent orphans. Her research project was titled *Effectiveness of Group Activity Play Therapy on Internalizing and Externalizing Behavior Problems of Preadolescent Orphans in Uganda* and, according to her dissertation chair “appears to be the first randomized controlled outcome study investigating a counseling intervention with Ugandan children.” This research will be published on the CSI web page, [www.csi-net.org/research](http://www.csi-net.org/research).

## Outstanding Individual Program Award (Small Program):

The **Beta Alpha Chapter**, Northern Arizona University

The Beta Alpha Chapter received the award for their publication entitled *Counseling and Wellness: A Professional Counseling Journal*, the first edition of which was published



# Chi Sigma Iota 2012 Awards Recipients

by Amanda C. LaGuardia, Awards Committee Chair, Beta Kappa Tau Chapter,  
Sam Houston State University

in 2010 with five articles on topics including wellness, mindfulness, and psychological well-being.

## Outstanding Individual Program Award (Large Program):

**Sigma Upsilon Chapter**, Syracuse University

Sigma Upsilon Chapter was recognized for their Winter Wellness Event. The nominator stated that "Sigma Upsilon uses the Winter Wellness Event to advocate for and promote counselor wellness to trainee counselors, faculty, staff and practitioners in a practical way and provides resources for them to continue to engage in these practices." One program participant stated "I can attest to being involved in quite enlightening realizations, along with overhearing many genuine laughs!"

## Outstanding Chapter Award (Small Chapter):

**Alpha Omega Chapter**, The University of Toledo

Alpha Omega is noted for their level of activity and events offered to members, students and the surrounding community. One supporter stated "the chapter is invested in supporting opportunities for students to further develop their professional identity" and network with other professionals.

## Outstanding Chapter Award (Large Chapter):

**Alpha Eta Chapter**, The University of New Orleans

Alpha Eta Chapter is noted for their long held Big Times in the Big Easy speaker series which is held 5-7 times annually to provide CEU's to the counseling community and as an opportunity for students to learn from notable professionals from around the

country. Of the chapter, one supporter stated that the chapter "has been strong and exceptionally active for many years, surmounting numerous obstacles following Hurricane Katrina."

## Outstanding Chapter Newsletter Award:

**Mu Tau Beta Chapter**, University of North Carolina Charlotte

Mu Tau Beta established their newsletter over eight years ago. It is published 2 times per year. The staff includes two editors, Mina Rasti and Lauren Hall and a special edition editor, Lizzy Terrell. The awards committee was impressed with the focus on advocacy and professionalism inherent in the newsletter as well as its consistent publication record.

Congratulations to all of our award recipients! You are truly outstanding representatives of our organization and our profession.

## CSI at the American Counseling Association Conference



CSI Leaders' Group at ACA



Jane Myers



Stephen Kennedy, Shanita Brown & Natalie Spencer



Casey Barrio Minton & Rebecca Michel



Joe Behun, James Koruska, Casie Storlie, Nicole Adamson & Blair Mynatt



President Victoria Kress introduces Leadership Panel: Tom Sweeney, Carol Bobby & Catherine Chang

## Student Insights Column

by Elizabeth A. Mellin, Rho Alpha Mu Chapter, Penn State University

### If you could improve counselor education training in one way, what would that be?

*Three students provided thoughtful ideas about how we can work to improve counselor education training. Their narratives can be found below. It is my hope that their words will help each of us think more deeply about wellness, self-care, and specializations in counselor education.*

**Jerry D. Ryan**, Pi Sigma Upsilon,  
Portland State University

A major improvement to counselor education training would be to include a mandatory class on the interaction between the mind and body. Psychoneuroimmunology, the study of how thoughts impact the body and how the body influences thoughts, would be powerful background knowledge for any counselor wishing to address the client's dilemmas from a holistic approach to causation. For example, nutrition plays a vital role in the proper biochemical function of the body including the action of neurotransmitters. Inadequate or inappropriate diet can cause symptoms to manifest, increase the severity of existing symptoms, and defeat the action of various medications.

Shouldn't this type of information be common knowledge for ALL counselors? How many more

clients could be leading a life of less medications and side effects if counselors were taught the impact of diet on mental health?

Even in the 21st century, we should still be mindful of Hippocrates' statement – "Let food be your medicine, and medicine be your food."

**Letha Valiaveedu**, Sigma Phi Sigma,  
Argosy University, Washington DC

An emphasis on counselor self-care and wellness in the Master's counseling program curriculum would be a much needed improvement in counselor education training. During my training in my Master's counseling program, I spent countless hours learning counseling theory, group dynamics, career development concepts, how to resolve ethical dilemmas, how to employ interventions and how to work with diverse populations. However, one component that was lacking in my education and training was learning how work in the counseling field would have an impact on me as a person. As a result, when I was working as a novice counselor in my first job out of my Master's program, I was not prepared to balance the needs of the client with my own needs.

It is crucial that counselors are trained in self-care strategies because in the helping professions the primary

instrument of healing is one self. Counselors cannot help others without first helping themselves. I believe that self-care and wellness are such critical components of our work as counselors that training about self-care should be a mandated requirement in the counseling education curriculum.

**Gabriella Quintero Reynosa**, Sigma Alpha Chi, University of Texas at San Antonio

Although there are many ways in which counselor education can be improved one which I thought would be helpful to students would be through specialization during our master's programs. I think it would be a wonderful concept if universities gave students who may know what they would like to specialize in the opportunity to do so during their graduate studies. In others words with our core and a few electives (or thesis) offer some special topics courses (grief and loss, applied behavioral analysis, traumatology, etc.). When students are applying they can fill out on their applications master's degree in counseling (community or school), general LPC or LPC specializing in grief counseling (or etc.). This would allow students to be better prepared for their post graduate careers (knowing what they want to do, who they want to work with, and in some cases where to look).

## CSIs AUTHOR SHOWCASE

by Matthew Paylo, Author Showcase Editor, Eta Chapter,  
Youngstown State University

Have you recently created something you feel especially proud of such as a textbook, a workbook, training material or a CD/DVD? Would you like to get some free publicity and a web publication? Then the Author Showcase may be what you have been looking for!

Consider promoting your hard work through CSI's Author Showcase. This is a web site dedicated to highlighting contributions made to the counseling profession by CSI authors just like you! It is so easy to use and takes only a small amount of time and effort with the potential for a huge payoff. You can upload your own materials and reviews on line at [csi-net.org/author\\_showcase](http://csi-net.org/author_showcase).

All you need to start is a summary of your work (500 words or less) – you could even ask a student or a colleague to do this for you! We will also want to add such items as photos of you and the resource, a sample of the work (PDF), a video or any related web links (e.g., reviews).

## STUDENT IDEAS AND EXPERIENCES NEEDED FOR PUBLICATION!

Column Editor: Elizabeth A. Mellin

Seeking CSI student member ideas to be published in the next edition of the *EXEMPLAR* around the "Student Insights" question listed below.

### How can CSI advance research and scholarship in the counseling profession?

Submission deadline July 15, 2012.

Submissions are to be submitted online at

<http://www.csi-net.org/login.cfm?emailformnbr=174393>.



## CFA Spotlight – Dr. Kristopher Goodrich

by Andrea Faeth, Upsilon Nu Mu Chapter President, University of New Mexico



Dr. Kristopher Goodrich being held by the Upsilon Nu Mu chapter members.

Chi Sigma Iota's mission is to help us, as members, reach the goals of promoting research, scholarship, professionalism, leadership and excellence in the counseling field. This is something that we are all familiar with, but it's rare to find someone who encapsulates all of these characteristics into their teaching and leadership the way Dr. Kristopher Goodrich does. As CFA of the Upsilon Nu Mu Chapter at the University of New Mexico, Dr. Goodrich has helped his students build on the mission CSI stands behind.

Dr. Goodrich received his BA in Psychology from Sienna College and both his MS in Student Affairs Counseling and PhD in Counselor Education and Supervision from Syracuse University. He is a counselor educator who truly educates his students by modeling what a counselor should be through his ongoing research, his awards, as well as his interest in his students and their endeavors.

When asking about his involvement with CSI, I learned that Dr. Goodrich has a long history with the organization. He first started out as founding treasurer at Syracuse University during his first year as a Master's student and moved on to become their second president. He stated that CSI "provided wonderful professional development, a tangible connection to our field, and great networking opportunities," which still rings true for many students

today. During his doctoral program, Dr. Goodrich was a CSI fellow and after he graduated and moved onto Southern Arkansas University, he helped co-found another chapter as a co-CFA. Now, at the University of New Mexico, Dr. Goodrich has helped the Upsilon Nu Mu chapter grow into a chapter that works toward the mission that CSI International has set in place. The creativity and experience that Dr. Goodrich brings to the Upsilon Nu Mu chapter is appreciated by all of his students and members.

Dr. Goodrich is not only involved in CSI through membership and being a CFA, but also through his research. I was lucky to read an article of his and Dr. Melissa Luke's entitled "Chi Sigma Iota Chapter Leadership and Professional Identity Development in Early Career Counselors." His research helps us, as members, begin to think about our professional identity and the way CSI helps us develop. He is also interested in LGBTQ issues and has conducted research within that realm as well as pedagogy. He is always willing to help students with their own research, and allows students to help with his research, promoting it as a staple of our profession.

After talking about his education and research, we moved onto his chapter's accomplishments as well as his personal accomplishments. When asked about his favorite memory of

his chapter, he said there were two. One was the Upsilon Nu Mu's annual conference where members of the counseling profession in Albuquerque are asked to speak on current issues and trends in the counseling field. He stated, "Guests from NMCA joined us for our conference and spoke about how incredibly impressed they were with our students. It was a very proud moment in my career to see the success of these students, with minimal mentorship required on my part." His other favorite memory was his chapter's recent induction ceremony for new CSI members. They invited Dr. Casey Barrio Minton as their keynote speaker and had a ceremony that was "incredibly professional...touching and impressive," in his words.

Dr. Goodrich allows his students to work on their own behalf and utilize their creativity, which is one of his best qualities. At CSI meetings, he allows his students to come up with ideas and see them through fruition. When asked about his biggest accomplishment as a CFA, his reply, of course, had to do with his students. He answered, "My greatest accomplishment is working with students who don't need me. I think (and hope) that my students know they can look to me for support and advice, but honestly they require very little from me. Knowing their drive, motivation, commitment, and ability to successfully follow through with little guidance is something of which I feel most proud." The Upsilon Nu Mu chapter of CSI is very proud and appreciative to have Dr. Goodrich as their leader, mentor, educator and CFA.

### Do You Enjoy Reading the Exemplar?

Back issues of the *Exemplar* including special issues such as those on social justice, mentoring, and more are available to active members online at [csi-net.org/publications](http://csi-net.org/publications).

# Fundraising: Where Do We Begin?

by Lawrence E. Tyson, CSI Treasurer, Zeta Chapter, University of Alabama at Birmingham

Chapter fundraising can be a daunting and exciting part of a chapter's activities. I believe developing revenue sources is necessary for chapters to operate in a manner which not only allows existence, but also to achieve and provide services for its members, alumni, and the community. But where does a chapter begin in planning for fundraising activities? Below are some ideas, which may help:

1. Start with a strategic plan.  
Determine what activities in which your chapter wishes to engage and for what purpose. Think about connecting these activities with CSI's mission statement. Start with the questions: Do the results of the chapter's activities directly connect with CSI's mission statement? Are the reasons for the fundraising activities a reflection of that mission? For what do we need money?
2. Determine a budget. Your chapter cannot act efficiently or responsibly without an adopted and endorsed budget authorized by your chapter's board. Determine how monies will be allocated to what activities that are directly connected to your strategic plan.
3. Brainstorm ideas and determine what is realistic for your chapter. The creative members of your board will be excited to participate in this. Try to encourage ideas that are creative, professional, and will

bring in the most amount of money for your effort. Bake sales and car washes are fine, however they often will not give you the return you are seeking. Remember no idea is too small or large to be considered. Here are some suggestions: determine what fundraising activities are prohibited by the department, program, school or university; determine which activities will be supported by the Counselor Education faculty; discuss which activities will be supported by the chosen audience (to whom is the fundraising activity aimed? And are they likely to participate?).

4. Create a team, which will be responsible for overseeing the activity. Not all board members need to be responsible for every detail of your activity. Allow for individuals who are passionate and excited about the activity to assume oversight.
5. Evaluate your activity. Often ideas are great in theory but not in practicality and sometimes one does not know this until afterwards. Nonetheless, evaluation is critical. I urge you to not only look at the financial bottom line, but also examine was the activity one in which your chapter can be proud, did it connect to your chapter's mission (and CSI's) and did it fit within the budget your board created.

6. Ideas from other chapters. There are few original ideas for fundraising activities. A chapter, somewhere is planning, developing, initiating and evaluating successful (and maybe not so successful) activities. Reach out to other chapter advisors and presidents. My experience has been all are excited to share what has and has not worked.

Here is a list of ideas from chapters:

- a. a wine tasting
- b. workshop for licensed professional counselors (find out what your state requires of LPC's and provide this along with ceu's)
- c. hosting workshops for students and counseling professionals in your city (determine what the "hot topics" are; provide ceu's for the counseling professionals; charge a reduced rate for students)
- d. charge local dues for student members
- e. silent auction held at the state counseling conference or at a workshop
- f. fun run
- g. sports event (fun run, golf tournament, putt putt golf tournament)
- h. t shirt sales
- i. recipe book (adult and children)
- j. raffle (baskets comprised of special objects centered around a theme: sports, spa package, couples night out, family night out)
- k. flower sale (i.e., Poinsettia Sale)

## CSI Webinars & CEUs

by Jane Myers, CSI Executive Director, Upsilon Nu Chi Chapter, University of North Carolina at Greensboro

CSI launched our new webinar series last fall and feedback from members has been very positive. As a consequence, we will both continue and expand online training programs for CSI Volunteers, counseling students, professional counselors, and counselor educators. Upcoming webinars are

listed at [csi-net.org](http://csi-net.org) (bottom right side: *CSI Webinar Schedule*) and will be announced through emails to all members in advance of the programs.

CEUs for webinar programs are available for free to current CSI members, at a reduced fee for members

whose dues are not current, and for a fee non-members may also participate. Interested persons may view the live webinar or watch a recording at a later time and download the PowerPoint handout ([www.csi-net.org](http://www.csi-net.org) and click on *CSI Webinar Recordings* on the bottom right).

# Dr. Sweeney...Thank You!

by Catherine Y. Chang, Chi Epsilon Chapter, Georgia State University

A few months ago Joffrey Suprina contacted me and asked me to write a tribute to Dr. Tom Sweeney for this issue of the *Exemplar*. It took me a whole two seconds to respond of course. Of course, I would be honored to write a tribute honoring Dr. Tom Sweeney...my professional colleague, my friend, my supporter, and my mentor. Internally, I was thinking this will be one of the easiest writing assignments I've had in years. How difficult would it be to write a tribute honoring an individual who you admire and respect, and more importantly genuinely like? Now, sitting here a week past my deadline (not because I haven't tried but I just couldn't seem to get anything written that I liked and which adequately expressed my admiration and respect for Dr. Sweeney), I realize, how can you put into words and truly convey the important role Dr. Sweeney has played in my own personal development as a professional counselor and counselor educator (as well as countless others) and how can mere words articulate the significant and enduring contribution that he has made to the counseling profession?

Imagine a counseling profession without Dr. Tom Sweeney. There would be no Chi Sigma Iota...who would take the lead in training the future leaders of the counseling profession and promoting excellence in counseling? Did you know that he was the first executive director and founding president of Chi Sigma Iota? There would be no or at least a very different Council for the Accreditation of Counseling and Related Educational Programs (CACREP)...what would the counseling training standards look like if it were not for the leadership of Dr. Sweeney during the formative years? He was the founding chair of CACREP. Would the International Association for Marriage and Family Counseling (IAMFC) even exist? Dr. Sweeney was the founding President of IAMFC. In addition to these leadership roles, Dr. Sweeney also served as (this is not an exhaustive list of the numerous leadership positions that he has held)

President of the American Counseling Association, the first Chair of the ACA Southern Region Branch Assembly, President of the Southern Association for Counselor Education and Supervision (SACES), and President of the Association for Counselor Education and Supervision (ACES). Clearly, Dr. Sweeney's leadership over the years has shaped the landscape of the counseling profession.

Imagine the counseling literature without Dr. Tom Sweeney. Over the years, Dr. Sweeney has authored numerous books, monographs, book chapters, research reports, and articles. In fact, he was noted as among the top 5% contributors over the recent 15 year period to the *Journal of Counseling and Development*. Without Dr. Sweeney's scholarship, there would be a significant gap in the literature related to professional advocacy, leadership, and wellness. Without Dr. Sweeney's scholarship, where would future counselors learn about Adlerian Counseling? Did you know that his book *Adlerian Counseling and Psychotherapy* (2009) is in its fifth edition? Clearly, without Dr. Sweeney's scholarship there would be an enormous gap in the counseling literature.

Gratefully, we don't have to imagine a world without Dr. Tom Sweeney. Gratefully, due to Dr. Sweeney's visionary leadership there is a Chi Sigma Iota dedicated to promoting excellence in counseling through scholarship, research, professionalism, leadership, advocacy, and excellence in counseling. Gratefully, due to Dr. Sweeney's transformative leadership there is a CACREP dedicated to the development and promotion of preparation standards for counselor training. Gratefully, due to Dr. Sweeney's scholarship, we are all better informed about professional advocacy, leadership, wellness, and Adlerian Counseling.

I think it is fitting to end my attempt at a tribute to Dr. Sweeney with one of his



favorite quotes: *"Courage is the one sure foundation of character. Without courage there can be no morality, no religion, no love. One cannot follow truth or love so long as one is subject to fear."* ~Mahatma Gandhi. Thank you, Dr. Sweeney for having the courage and the character to shape the landscape of the counseling profession.

## Using LinkedIn Groups to Connect with Professional Members

by Stephen Kennedy, Social Networking Consultant

The social networking site LinkedIn, popular among working professionals, now has 4 approved chapter sites. CSI's first LinkedIn group was created by Eta Delta Chi at Vanderbilt University. Under the direction of Jay Tift, the group has grown to 32 members and features regular updates about conferences, legislative issues, research funding, announcements from professional counseling associations and the "Jobs" section to advertise employment opportunities.

CSI encourages additional chapters to create their own LinkedIn groups to keep professional members involved (<http://www.linkedin.com/groups/Chi-Sigma-Iota-Counseling-Academic-2045993/about>). Chapters interested in creating a LinkedIn group can review CSI's Social Networking Policy at [csi-net.org/chapters](http://csi-net.org/chapters) and contact Stephen Kennedy at [social\\_networking@csi-net.org](mailto:social_networking@csi-net.org).



# 3rd Wave Feminist Theory: New Heights in Multicultural Counseling...or Not?

by Joanne Jodry, Mu Upsilon Omega Chapter, Monmouth University

Each semester, when I teach my Theories & Techniques class about Feminist theory, I begin by asking, “who identifies yourself as a feminist?” Occasionally, one brave soul reluctantly raises her fingers about chest high, usually discovering that she is alone. Then I ask “who considers yourself to be a multicultural counselor”, and I get a full house. This was perplexing that you could be one without the other. It motivated my qualitative study to find out what the leaders in professional counseling knew about feminist theory and what their impressions of its future in counseling were.

A qualitative survey study was conducted (Jodry, 2011) which yielded 23 participants. Responses suggested that many in the professional counselor leadership lack exposure to Third Wave paradigm shifts in feminist theory and are confused between historical feminist theory and feminist therapy. The study also supports that much of counseling leadership did not view feminist theory as a standalone orientation, and suggested that the word “feminist” may have a negative impact on the perception of the theory.

When many counselors think of the word Feminist or even Feminist Theory, images of bra burning, man-hating and rebellion are recalled (Jodry, 2011). These Second Wave Feminist misconstrued stereotypes could be considered inhibitors to growing this theory. The 3rd Wave of Feminist theory has emerged during the last two decades, yet it appears very few counselors have a clear understanding of the multicultural gender inclusion movement within the theory (Jodry, 2011).

The evolution of Feminist theory is a proud journey that can be looked on with gratitude and respect. It is important to note that feminist therapy evolved from feminist philosophy and gained theoretical roots. Feminism has been described as having three “waves” of development (Ould, 1998). The first wave is marked by the women of

the early 20th century, who fought for gender equality including: the right to vote, to own property and capital, to borrow money, to inherit, to keep money earned, to initiate a divorce, to retain custody of children, to go to college, to become a professionally certified physician, to argue cases in court and to serve on a jury. (Lorber, 2010, p. 1)

The second wave of feminist movements emerged between the 1960s and the 1990s, but became more fragmented into disciplines (Lorber, 2010). Women were working in many different career choices and individual feminist ideas began to infiltrate their individual settings. Some worked to move to the top of corporations while others protested against domestic violence. A unified message seemed to be gone in favor of individual victories and personal movements toward goals.

During this movement toward demanding respect of the feminine is when feminist psychological therapy began to form and diverge from the patriarchal system of the American Psychological Association. Much of the grounding literature from the second wave continues to be the underpinnings of the formation of feminist theory and therapy.

The third wave of feminism began in the 1990s and emerged from young people who grew up with more equality than people in the past. Despite more opportunities for women than anytime in American history, inequality is still widely acknowledged and exists politically, socially, and economically. The historical White European patriarchal system is still in place with cultural and political norms that oppress others. This third wave of feminist theory and therapy is developing toward synthesizing the second wave literature and lessons and updating the movement toward current needs of rejecting oppression and patriarchal norms for all people who are oppressed (including men).

The third wave of feminist theory is primarily concerned with patriarchal systems, norms and messages that restrict *all* people from his/her maximum potential (Horne & Mathews, 2004). For example, women are physically, emotionally, politically, economically and socially marginalized in this patriarchal system. Likewise, men are restricted emotionally, and expectations of them are unequal to women. Additionally, the third wave movement looks at oppression due to sexual orientation, race, culture, religion etc. in addition to gender. In other words, the intrapsychic wounds of all people that are a result of all the oppression felt from the patriarchal systems are the concern of the third wave feminist clinician...not just women.

So therefore, if you are a multicultural counselor who is committed to social justice and change, are you not also a feminist? If you believe this is true, be sure to raise your hand high, the next time you are asked if you are a feminist!

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# “You’ve Graduated, Now What?”

by Asha McAdory, Iota Delta Sigma Chapter, Auburn University

Years ago, many of us started this journey toward “helping people.” Now all of our classes are done, practicum and internships are completed; we have walked across the stage, and have another degree to add to our wall. Now what? This is the question asked by many novice counselors. Information in the blogs and magazines continue to state that counselor jobs are growing, but we have the daunting task of either finding one of these abundant counselor positions, returning to school, or taking a completely different path. We are taught the immediate next step should be to obtain licensure and certification, but in order to acquire these, it is necessary to take and pass the National Counseling Exam (NCE), which is no easy feat. Next, we are to find a supervisor, but not just any supervisor; one with whom you work well and can afford on a beginning counselor’s salary because the monthly cost for a Licensed Supervisor in Alabama commonly ranges from \$180 to \$350. There is also the additional expense to the licensure board in whichever state you work so of course, there is the need to research and approach the appropriate board of examiners for the state in which one decides to work. Working as a counselor is our ultimate goal, right?

It is the reason we have networked and immersed ourselves in books and journals for the past few years. Many recently graduated counselors have specific areas of counseling they would like to go into, but usually, if there is a counseling job available many new counselors will take it and build on it as a specialty. There are also those colleagues of ours, who chose the option of stepping directly into private practice, but many factors account for some counselors’ decision not to go that route or to give it up once started such as lack of benefits, stability, and experience.

Additionally, there is the option of pursuing yet another degree and then determining if an Educational Specialist or Doctoral program best fits your professional goals. Instead, the task then becomes researching various programs, applying to those chosen, and securing personal funding for the program. Fortunately, there are many funding sources, such as assistantships or loan repayment programs that may assist. Deciding which program best fits your needs and whether or not you can commit the time necessary to complete the program must also be taken into account.

Graduate students may have many questions to ask themselves before returning to school. How will my family cope with my new schedule? Will my employer allow me to leave for class? How will the added stress affect my health and attitude? In the end, none of these questions will need to be answered if the prospective student is not accepted into any programs, so additional preparation such as earning a competitive Graduate Record Exam (GRE) score, grade point average (gpa), and positive references need to be considered as well.

So you’ve graduated, now what? Ultimately, the answer should be continued improvement, whether that is by pursuing licensure, more degrees, or relevant experience. My personal course of action was to pursue all three simultaneously, but individualized assessment of personal strengths and limitations may be necessary to determine your own course. Continued improvement can also include additional actions such as networking, collaboration, consultation, presentations, and professional development. It appears that many options exist to create a personal composition of a counselor masterpiece.

## CSI at the American Counseling Association Conference



Michel Brubaker



Tom Sweeney



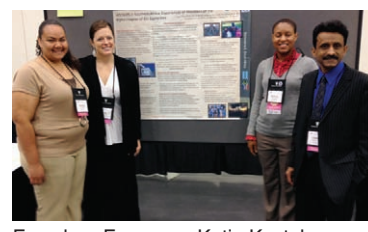
Deborah Ojiambo and Casie Barrio Minton



Tom Sweeney's Retirement Party



CSI Leaders' Group at ACA



Franchon Franceses, Katie Kostohryz, Natalie Williams & Yagan Pillay

# International Professional Advocacy Insights from Dr. Othman Mohamed

*by Stephanie Burns, Advocacy Co-Chair, Kappa Sigma Upsilon, Kent State University*

It was an honor to be able to write about the achievements of a driving force in counselor professional identity in Malaysia. Dr. Othman Mohamed was among the nine original founding members of The Counselor Association of Malaysia. In addition, he gave seminars and facilitated workshops advocating for the profession of counseling whenever possible in many parts of the country under the auspices of the Ministry of Youth, Sports and Culture. He noted that a priority in his early advocacy work in Malaysia was overcoming the resistance toward the concept of counseling. This article documents his inspiration and satisfactions in advocating for the counseling profession in Malaysia along with advice for experienced and new professional counseling advocates all over the world.

Dr. Mohamed's motivation for professional advocacy comes from his desire for common standards in counselor preparation in Malaysia. He noted that exposure to the standards of counselor preparation of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) during his doctoral program at Ohio University was important to driving his desire to develop standards in Malaysia. After finishing his degree, he worked at the Universiti Putra Malaysia (UPM) and constructed a counselor education curriculum leading toward a Bachelor of Education in Counseling. UPM became the first university in Malaysia offering a counselor preparation program at the Bachelor, Master and Ph.D. levels.

Dr. Mohamed's early advocacy for the counseling profession in Malaysia culminated in the legislation of The Counselors Act, Act 580 by the Malaysian Parliament gazette on March 19, 1998. This created the Board of Counselors overseeing the registration and licensing of counselor practitioners in Malaysia. He next assisted in creating

the formal accrediting standards for counselor preparation and its related issues of registration and licensing procedures. He said that being on the First Board of Counselors was a joy and at the same time a significant responsibility as he was aware of the weight of constructing counselor preparation program standards for all universities in the country wanting to offer counselor degree programs.

Dr. Mohamed stated that the professional advocacy activities that have brought him the most personal satisfaction are (a) addressing the standards for counselor preparation in Malaysia under The Board of Counselors; (b) the design and construction of the counseling curricula for the three levels of counseling degrees offered at UPM; (c) being appointed to spearhead the formation of a counseling curricula for Teachers University in Malaysia, and (d) being awarded the Best Original Book Publication in The Social Sciences and Humanities by UPM in 2001 when the Sultan of Selangor was the UPM Chancellor.

Dr. Mohamed suggested that professional advocates be knowledgeable about relevant government regulations and legislative acts as they pertain to health care, mental health, social welfare, and employment. He stated that many issues in counselor advocacy are actually intertwined with issues of health, well-being, welfare and employment. In addition, he stated that counselors should learn a new language and the colloquial slangs of the community that they serve. He remembers smiles and acceptance when he talked a little bit of Mandarin Chinese with ethnic Chinese clients. Further, he has several ideas for additions to the traditional counselor education curriculum. He would like to see more emphasis on the subject of social economics. In addition, he would

like to see an emphasis on language communication including mastering a third language to enhance multicultural competence.

Dr. Mohamed encouraged all professional advocates to be the frontline infrastructure in community well-being. He noted that every counseling student and new professional can make a difference in advocacy by being involved in active volunteerism in the community. Dr. Mohamed believes that small volunteering activities increase awareness for the profession. He offered an example that occurred during the 2004 Indonesian Tsunami. When parts of Malaysia were partially destroyed by the enormous waves from the Andaman Sea, a group of counseling students from Universiti Putra Malaysia provided assistance to the community, which helped the population and demonstrated the commitment, ideals, and services of the profession of counseling.

Dr. Mohamed reminded advocates that negotiation includes collaboration and respectable compromises. He suggested that placing oneself in a prominent social standing early in your career helps to create an edge in influence. He noted that the personal integrity and counseling competence of the advocate provides an edge in most academic and professional debates. Above all, he stated that patience, persistence, and being resilient in the pursuit of an objective are helpful qualities for all advocates to develop.

**For more interviews,  
see the Advocacy Heroes  
and Heroines Forums at  
[csi-net.org/advocacy](http://csi-net.org/advocacy).**



# Mentorship in Counselor Education Programs: Strategies for CSI Chapters

by John Alie Conteh, Letha Valiaveedu & Jennifer Maskell Carney,  
Sigma Phi Sigma Chapter, Argosy University, Washington, D.C

Mentoring has been in existence since classical times (Bulstrode & Hunt, 2000). The concept has evolved to denote a relationship between persons of differing knowledge and skills. Over the years, peer mentoring became popularized with the need to enhance skills and knowledge levels of individuals or groups of people within the same developmental structure. According to Bulstrode and Hunt (2000), "The concept of mentor thus moved from patronage and career guidance, through tutor and role model, to friend and supporter - back to its original classical meaning" (p. 1788). Indeed, a new wave of mentoring is building in counseling. Recently, the American Counseling Association established a mentoring division, a move that signals the importance of mentoring as a leadership endowment. Chi Sigma Iota has a proud history of promoting excellence in counseling leadership stating that, "Exemplary leaders place a priority on mentoring, encouraging, and empowering others".

Research on mentoring in the counseling profession indicates the importance and positive benefits gained from mentoring relationships (Black, Suarez, & Medina, 2004). For mentees, the mentoring relationship leads to increased satisfaction with graduate education, research productivity, and career advancement while mentors benefit by currency within the field and increased research productivity.

Research also supported that mentoring plays an important role in empowerment (Lazovsky & Shimoni, 2007, Casto, Caldwell, & Salazar, 2005). Mentoring itself can take place in various spheres for instance faculty-student, tenured to non-tenured faculty, and doctoral to masters students. The underlying theme is that mentoring is a relationship that provides a medium upon which learning and guidance occur over time. Advocates of mentoring (Bulstrode & Hunt, 2000, Freeman, 1998, Edgan, 1990) suggested a three-stage model of mentorship, initially designed by Edgan (1990): a look at the present situation, imagining the preferred expectations or position, and the strategic ways to get from one level to the next.

Mentorship can leverage one's career path by providing support, network, growth, personal direction, and understanding of prospective career opportunities. Mentors can help prepare mentees to enter the counseling field by encouraging, guiding, and nurturing mentees to develop a professional identity. It is a psychosocial mentoring relationship (Morrow & Styles, 1995) providing the "assumption that mentoring influences social, emotional, and academic development through the creation of supportive relationships" (Karcher, Kuperminc, Portwood, Sipe, & Taylor, 2006, p. 714).

The Sigma Phi Sigma (SPS) chapter of Chi Sigma Iota at Argosy University, Washington, DC developed a peer mentoring program in 2010. Officially launched in the fall of 2011, the overall purpose of the SPS mentoring program is to support growth experiences of counseling students in the masters' and doctoral programs. The SPS mentoring program embraces the definition of mentoring developed by Black, Suarez, and Medina (2004) as a "nurturing, complex, long-term, developmental process in which a more skilled and experienced person serves as a role model, teacher, sponsor, and coach who encourages, counsels, befriends a less skilled person for the purpose of promoting the latter's professional and/or personal development" (p. 46). The following steps are suggested for the development and implementation of a chapter mentoring program:

- **Identify chapter leaders who are passionate about mentoring.**
- **Form a mentorship committee.** Preferably a chair and members.
- **Define program mission, goals, and objectives.** Develop these aspects of a mentorship program to focus efforts and provide direction to potential mentors and mentees.
- **Develop adjunct materials.** Provide detailed instructions on how to become a mentor/mentee and the requirements of the mentoring relationship.
- **Suggest activities for mentors and mentees.** Tetoni (1994) recommended that mentors provide mentees opportunities to observe counselors in practice and provide

up-to-date information on changes in the profession, about professional counseling organizations, about how to get published and submit proposals, about developing CVs, and about all types of practice settings.

- **Provide opportunities for mentors and mentees to connect.** Interest meetings and social events can be offered to program participants and integrated into the chapter calendar.
- **Advertise, advertise, advertise!** Fliers, emails, classroom announcements and enthusiasm will help your program to thrive.

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



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## CSI Counselor's Bookshelf: Using Books and Media to Make a Difference by Donna Gibson, Senior Editor, Counselor's Bookshelf, Upsilon Sigma Chi, University of South Carolina

Have you read a good book, seen a great movie or television program lately? What about those lyrics of that song you heard yesterday? Did they make an impression or was it just the soothing tones of the music itself that resonated with you? What do these forms of media have to do with CSI and counseling?

The Counselor's Bookshelf is a resource that provides reviews on different forms of media that may be used in counseling clients and/or teaching counselor education students. Although reviews are available to all counseling professionals, only CSI members may submit reviews. The Bookshelf includes resources in five areas: Professional Books, Books That Help Me Become a Better Counselor, Bibliotherapy, Movies and TV Shows, and Music. All are found at [csi-net.org/bookshelf](http://csi-net.org/bookshelf).

Professional Books include nonfiction-only books that are related to providing counseling and wellness services to clients or books pertaining to the profession of counseling. Books That Help Me Become a Better Counselor include both fiction and nonfiction books that help counselors gain a better understanding of specific issues and populations. The Bibliotherapy section includes books that counselors can use with clients. Movies/TV Shows and Music sections include movies, television, music and lyrics that encapsulate the purpose of the three previous sections of the Bookshelf.

The Counselor's Bookshelf is looking for CSI members to submit reactions and reviews. The instructions for submitting reviews are also available at [csi-net.org/bookshelf](http://csi-net.org/bookshelf). The reviews, which are either

250 or 500 words, serve as a publication credit.

Once a CSI member reviews for the Bookshelf, they may serve as an editorial board member. If you are interested and/or have questions, please contact the CSI Counselor's Bookshelf Senior Editor Donna Gibson at [counselors\\_bookshelf@csi-net.org](mailto:counselors_bookshelf@csi-net.org).

