Celebrating 35 Years of Chi Sigma Iota
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In celebration of Chi Sigma Iota’s 35th anniversary, we sought to develop an edition of the Exemplar that would highlight our Society’s major accomplishments over the past 35 years, pay tribute to some of the most influential figures in CSI history, and serve as a historical document. The challenge therein is that we could not possibly recognize all of the individuals who have worked diligently to make CSI what it is today. In this edition, we understand that some names are not mentioned and some voices are not heard, but the collective efforts of CSI leaders and members over the past three and a half decades are intended to be honored at this milestone.

In the following pages, past presidents recount events in CSI’s development that paved the way for the success of both our Society and the field of professional counseling. Our founder, Dr. Tom Sweeney, tells the story of CSI’s birth. Dr. Craig Cashwell poignantly pays tribute to Dr. Jane Myers’ pivotal role in CSI. Dr. Courtland Lee talks about his experience as ACA and CSI President and his work in advocating for a unified profession. Dr. Carol Bobby recounts her time as CSI President and CACREP President and CEO, and the collaborative efforts to promote professional identity and excellence in counselor education. Dr. Tom Clawson and Dr. Bill Nemec each tell stories of early efforts to address professional licensure and multiple professional collaborations that have significantly changed CSI over the years. Dr. Victoria Kress discusses the importance of professional advocacy in furthering our profession. Dr. Catharina Chang addresses the importance of social justice and the contributions CSI has made towards promoting equity and equality in our field. Dr. Casey Barrio Minton recounts the beginnings of JCLA and the role JCLA plays in promoting CSI’s vision and mission in professional literature. Dr. Samuel Gladding talks about the importance of CSI to the profession and the Society’s role in shaping the next generation of professional counselors. Dr. Tom Sweeney reflects on the role of wellness in our profession and presents the CSI Wellness Position Paper. Dr. Nicole Hill explains the 2019 strategic visioning process that will help guide CSI through the coming decade. And Dr. Peggy Ceballos presents exciting information about CSI Days at the 2020 ACA Conference and Expo in San Diego.

Truly, this edition is filled with CSI history and pride. We hope you enjoy reading this edition as much as we enjoyed developing it.

Dr. Nicole Stargell  Dr. Devon Romero  Annaleise Fisher  Dr. Julia Whisenhunt
Any attempt to cover this topic in a short article is mission impossible! That said, I will touch on a few points of interest to those who believe history is important to the present and future. In addition, I suggest that readers at least scan the past-presidents’ recollections as they will be sharing history and contributions of which we stand today as beneficiaries. Without their part in our evolution, there well may have been no reason to celebrate a 35th anniversary. I also feel compelled to apologize to the many who so generously gave tirelessly of their time and expertise to make CSI what it is and who for usual editorial reasons could not be mentioned in my recollections. Thank you for understanding!

In an effort to be more concise, I will briefly address four topical areas: 1) professional identity, 2) servant leadership, 3) mentoring, and 4) advocacy.

**Professional Identity**

First, spin back with me to the late 1970s and early 1980s. Counselor credentialing was in its infancy. Preparation standards and accreditation were not widely supported. In fact, the college deans’ association openly opposed counselor accrediting teams being invited to campuses. Counselor educators were unsure with whom to identify, whether it be psychology, marriage and family therapy, school counseling, community counseling, mental health counseling, or all of the above! Increasingly what had been school counseling programs were retooling into community counseling programs as federal funding shifted from schools to community mental health agencies. Very quickly, former school counseling faculty were outnumbered by clinical mental health faculty, which included individuals with preparation in disciplines other than counselor education. In addition, many school counseling faculties were seeking post-doctoral training and experience to teach in an evolving graduate program.

Students would go into their advisors’ offices and see membership certificates or credentials from a variety of organizations or groups tangential to counseling. In numerous reported cases, faculty academic advisors would encourage their best students to seek advanced degrees in fields other than counseling. I perceived an identity crisis, not just for students but for entire programs and faculty alike. Some programs preparing school counselors used their master’s program to support those seeking doctoral accreditation in counseling psychology. In the process, they also changed their program’s professional identity to psychology.

I had just completed my service to AGPA (now known as the American Counseling Association) and was chairing the Council for the Accreditation and Related Educational Programs (CACREP) during its formative years (1981-1987). APGA, as with ACA today, had open membership such
that joining did not require preparation as a counselor to hold membership. This is not the case, for example, in other professional fields. It left me, and I think others prepared as counselors, feeling “less than” regarding professional identity. I can say this now since we sent only one letter to counselor educators throughout the country inviting them to start CSI chapters and we never had to do so again. CSI was born!

CSI’s close affiliations with state credentialing, national certification, accreditation, professional associations at state, regional and national levels and advocacy efforts have been grounded in CSI’s Bylaws and its annual activities since its inception. Even a cursory review of our website content will attest to its financial support (e.g., $1.6 million in chapter rebates that support delegate attendance at the CSI Annual Delegate Business Meeting held at the annual ACA Conference & Expo), membership affiliations (e.g., CSI chapters chartered in CACREP-accredited programs), and collaboration at every level of professional counseling activity (e.g., CSI-NBCC Client Rights and Responsibilities; CSI leadership training at ACA and ACES conferences). CSI has been a friend and supporter of every other counseling association.

Chi Sigma Iota (CSI), Counseling Society International, was born out of the idea that properly prepared, ethically guided, culturally sensitive practicing professional counselors deserved to be proud of their chosen profession. From its inception, CSI sought to promote excellence in all that it did and to encourage and support excellence through its members and leaders. A brief review of the contributions of CSI’s officers, award recipients, fellows, interns, chapter faculty advisors, and thousands of chapter members conducting local projects reflect our faithfulness to these high aspirations. When asked, “what is it you do?” CSI members can say without hesitation, “I am a professional counselor!”

**Servant Leadership**

Why stay involved with the counseling honor society? Dr. Ed Herr (Penn State, CSI President-Elect at the time) and I were discussing this very matter during a break in one of our CSI Executive Council meetings. Why were we still involved? We’d both achieved recognition for our accomplishments but here we were taking another beautiful weekend to give our time and experience to those coming along new to the profession. Other Council members rejoined the meeting and overheard us talking and said, “why don’t you two guys write down your thoughts about your idea?” As it turned out, each of us did. Ed, also a prolific scholar, drew on the work of a 1970’s author (Greenleaf) who coined the term and identity of “Servant Leader,” one who serves for the greater good and not personal gain or benefit. Indeed, that captured what we aspired to for leaders within CSI and the profession!

Ed was such a person himself. I can’t count the times that he and other CSI officers and distinguished scholars of CSI traveled great distances to present at CSI chapter initiations and even
conduct professional workshops for members pro bono. I am talking about very busy, prolific and in-demand individuals, like our current officers and Ed, who are like a “who’s who” list of movers and shakers of the profession…Jane Myers, Don C. Locke, Thelma Vriend, Sam Gladding, Courtland Lee, Carol Bobby, Skip Niles, Lorretta Bradley, Vicki Kress, Judy Mirantti, Ted Remley, Craig Cashwell, and I could easily go on!

Not everyone who nurtured the servant leader example was a CSI officer or leader. I wish to remember Dr. Don Hood, a private practitioner and assessment expert, who donated $5,000 to CSI in the 1990’s because he believed in our mission. Hundreds more members have donated whatever they can afford for similar reasons. We also have had the benefit of donation of royalties. ACES and CSI had a joint project to produce training videos in our early years. Jan Holden (Texas) donated her royalties to CSI. The authors of CSI-endorsed books, including the *Handbook of Counseling* (Locke, Myers & Herr), *Leaders and Legacies: Contributors to the Counseling Profession* (West, Osborn, & Bubenzer), and *Professional Counseling Excellence Through Leadership and Advocacy* (Chang, Barrio Minton, Dixson, Myers & Sweeney), have directed all of the royalties from book sales to CSI. We have invested these funds and, to this day, have never used the principal. All of these contributions equate to a perpetual gift to future special projects beyond what we could otherwise afford.

This leads us, however, to another distinguished group of servant leaders, CSI Chapter Faculty Advisors (CFA).

**Mentoring**

As an association, we have prided ourselves for mentoring new leaders for the profession and those that we serve. The backbone and real substance of this work is done at the chapter level by individual faculty members. Contrary to what some may think, Chapter Faculty Advisors often receive no released time, compensation for extra duty, or recognition for doing the work associated with the chapter. They mentor as true servant leaders on a day-in and day-out basis.

CSI expects its CFAs to carefully review the applicants for membership, including both academic performance and promise of developing into a competent practitioner committed to personal excellence in all that they do. Of course, leadership development and mentoring is a high priority. In addition to doing what needs to be done for initiations, chapters function for the program, community outreach, and so forth. CFAs also willingly accept the harder task which is to engender a vision, desire, confidence and commitment of chapter members to plan and conduct chapter activities for themselves. This is no small task! Over the years, we have written letters in support of CFA employment, for tenure and promotion of proven CFAs, and to encourage support of the students and faculty to be able to attend at least one of our annual meetings every three years.

In addition, each year CSI accepts nominations for CSI Fellows and Interns. A list of recipients can be found on our website. Many will be recognized as leaders in other counseling associations at the local, state, regional, national, and international levels. Less obvious are the thousands (yes, thousands, after 35 years) who are active in leadership within their schools, colleges, agencies, and communities. No less important now than in our early years, mentoring future leaders is a high priority for CSI.
**Advocacy**

Perhaps advocacy could be construed as the hallmark of CSI’s success as an organization. It came into being because there was a need for clarity and pride in our identity as a profession. From its inception, our Bylaws incorporated language that supports professional preparation standards and accreditation, inclusiveness of specialties in counseling, both state and national credentialing, participation in counseling associations, and high standards of academic and ethical performance. We were quietly modeling social justice initiatives before most other efforts were labeled as such. Within our leadership are many of the finest scholars and mentors of social justice efforts within the counseling profession. Of course, we still have a long way to go and that leads us to CSI’s newest advocacy initiative outlined in greater detail elsewhere in this issue.

We are a profession now, but are we realizing our potential as a profession? We have a history of services in schools, colleges, community mental health, and private practices. Not unlike other fields, the health of the economy, government priorities, global events, and other influences beyond our control have a profound effect upon our collective destinies individually and as organizations. What can we manage and initiate to help further our value and opportunity for the future? CSI leaders think that rediscovering and promoting our developmental, wellness-focused approach to helping is a promising way to address this question.

As will be noted elsewhere in this issue, CSI is uniquely positioned to be prime advocates for wellness counseling research and practice that refines and highlights the counselor’s role and value in settings wherever counseling is practiced. Be sure to study the wellness initiative adopted by the CSI Executive Council in December 2019! Then imagine what you could do to help your colleagues and counselees come to you for assistance that transcends just coping with life circumstances. Educate, encourage, inspire, and celebrate other’s progress by example and deliberate application of proven wellness-based principles and practices. “You must be the change you wish to see in the world!” (Mahatma Gandhi).

**CSI Symbols**

The Greek letters for Chi Sigma Iota were selected to denote that we are the Counseling Society International.

The wreath was chosen to encircle the Greek letters as a symbol of honor earned and promise for continued commitment to high ideals.

Chi Sigma Iota’s mission is to promote excellence in the profession of counseling on a truly international scope.

**CSI Colors**

White for Virtue - goodness; general moral excellence; right action and thinking.

Blue for Trustworthiness - honesty, integrity, reliability, and justice toward others is affirmed.

Integrity is implicit within these as well.
A Professional Home is Born
Alpha Chapter First Initiation Program

CHI SIGMA IOTA, the Counseling Academic and Professional Honor Society International, was established in December of 1984 at Ohio University. It is an outgrowth of the long history of counselor education at this institution, and came about as a consequence of the maturity of the counseling profession. While the scope of CHI is international, its focus is upon the personal and professional development of its individual members. The Society is committed to doing all it can to uphold the high standards of its members.

The ALPHA CHAPTER is the ambassador chapter, and will receive members from all over the world whether or not they have access to a local chapter. Today, March 14, 1985, has been chosen for the premier meeting of this Chapter.

The three founding members of the Society, Thomas J. Sweaney, Jane E. Myers, and Lois C. Well, join other initiates in dedicating themselves to promote scholarship, research, professionalism, and excellence in both scholarship and counseling practice. Members and guests present are asked to carefully consider and reflect upon the significance of this historic event, as the FIRST INITIATION of Chi Sigma Iota International in making the following commitment to excellence:

"On this occasion, you are asked to publicly declare your commitment to achieving high standards of scholarship and clinical practice. If you will accept the rights and responsibilities of membership embodied in the Bylaws of the Society, please answer, 'I WILL'."

"Further, you are asked if you are willing to continue encouraging excellence in the professional settings in which you work. If so, please answer, 'I AM'."

"Finally, you are asked if you will support and encourage the members and activities of this chapter and society through personal involvement in their professional programs. If so, please answer, 'I WILL'."

8:30 P.M. Initiation of the First Charter Members of Alpha Chapter:

The initial meeting of the Alpha Chapter of CHI SIGMA IOTA, Counseling Academic and Professional Honor Society International, took place on March 14, 1985.

President: Thomas J. Sweaney, Ph.D., MCC
Presidents, CHI SIGMA IOTA International

8:10 p.m. Welcoming and Introductions
Remarks:
Dr. Allen Myers, Dean
College of Education

8:45 p.m. Introduction of Speaker:
Dr. Sally Havlo, Coordinator
Counseling and Counseling Program

8:45 p.m. Concluding Remarks
Refreshments

ALPHA CHAPTER OF CHI SIGMA IOTA
COUNSELING ACADEMIC AND PROFESSIONAL HONOR SOCIETY INTERNATIONAL
FIRST MEMBERSHIP INITIATION
March 14, 1985
Ohio University

THOMAS J. SWEANEY, Ph.D., MCC
President, CHI SIGMA IOTA International

8:30 P.M.
Initiation of the First Charter Members of Alpha Chapter:

Thomas J. Sweaney, Jane E. Myers, and Lois C. Well, Founding Members

ALPHA CHAPTER INITIATES
LIFETIME MEMBERS:
THOMAS J. SWEANEY IN 81
JANE E. MYERS IN 82

ANNUAL HONORS & MEMBERS HONORED:
LENNIE WELL 1
SALLY J. SMITH 3
CHERIES WATTS 3
MARGARET A. CARNEY 3
JUNE ANN MOORE 3
PAUL BRADLEY REYNOLDS 3
MARTIN ROBINSON 3
DAVID G. HINSON 10
DAVID C. SMITH 11
KATHERINE E. RUG 13
WILLIAM A. WILSON 14
LINDA L. CASTILLO 16
ELIZABETH JACKSON 17
MARILYN PARISH 18
WILLIAM E. FRANKLIN 19
JOHN R. CRAPPER 20
EDWARD E. BEARSE 21
PATRICIA M. MCGEE 22
R. MICHAEL DORSETT 23
JEFF T. BOWEN 24
JANET W. BECKETT 25
SUSAN MCCONNELL 26
JAMES E. PINNELL 27
MARK R. MALONE 28
JEAN NOLAN 29
CAROL J. FARMER 30
B. WARREN SMITH 31
JOHN F. WOODS 32
J. EVAN WILSON 33

8 CHI SIGMA IOTA EXEMPLAR
Counseling Honor Society Membership Grows

CHI SIGMA IOTA, the Counseling Academic and Professional Honor Society International, was established in 1985 and is headquartered at Ohio University in Athens. The Society now has more than 45 chapters and over 1,500 members throughout the United States and other countries.

The purpose of the honor society is to promote and recognize exemplary attainment in the study and practice of counseling. CHI Sigma Iota members are dedicated to excellence in scholarship, research, and clinical practice. Those eligible for membership include students enrolled in graduate programs in counseling, faculty, alumni, and practicing professional counselors who have given evidence of distinguished scholarship and professional service. Students must have maintained a grade point average of 3.5 or better out of 4.0. Faculty and other professionals must have professional credentials in counseling (certification and/or licensure).

 Chapters of CHI Sigma Iota may be established at any university which has a graduate program in counselor education. Members are eligible to participate in both chapter and international activities. Members receive an individually hand calligraphed certificate with their name and the name of their chapter and university, a lapel pin, and a quarterly newsletter.

For more information, application packets, and chapter start-up kits, write or call the CSI International Headquarters in c/o Dr. Tom Sweeney, Executive Director, 313A McCracken Hall, Ohio University, Athens, OH 45701, 614-593-4475/4573-4474.
The familiar quote from Gandhi that “You must be the change you wish to see in the world” was a mantra for the late Dr. Jane E Myers. It was in the signature line of both her professional and personal email, was displayed prominently in her office and home study, and often found its way into her professional talks. It was a guiding principle in her life (both personal and professional) and clearly part of her mission. I was privileged to work as a colleague with Dr. Myers for over 15 years in the Department of Counseling and Educational Development at the University of North Carolina Greensboro and to publish with, present with, and be mentored by her along the way. I also had the privilege of serving as President of Chi Sigma Iota during her time as CSI International Executive Director. I also had the personal and professional challenge of serving during the time when she received her cancer diagnosis and as she fought her short but valiant battle with cancer. One of the great personal blessings in my life are the conversations we shared between her diagnosis and passing. Because these were deeply personal conversations, I will respect both of our privacies by not addressing details, but they were among the most deeply spiritual conversations in which I have ever engaged.

It is an impossible task to begin to capture Dr. Myers’ professional accomplishment with the necessary word limitations of a newsletter article, so interested readers are encouraged to review Cashwell and Sweeney (2016) for a more exhaustive, albeit still incomplete, summary of her professional accomplishments. Similarly, it is overly reductive to try to summarize her leadership as Executive Director of CSI International, which was cut short by her illness, or her 25+ years of tireless service as Chapter Faculty Advisor to the Upsilon Nu Chi Chapter of CSI. Her legacy cannot even be fully captured in her many years of unpaid service as she toiled alongside her husband, Dr. Tom Sweeney, the inaugural CSI International Executive Director, to promote the CSI mission.
Given the challenge of somehow capturing the legacy of such an amazing leader and prolific scholar (she averaged over six publications per year for 35 years and was cited as being in the top 1% of contributors to the *Journal of Counseling and Development (JCD)* from 1978-1993, the top 5% of contributors to *JCD* from 1988-1996, and as one of two top contributors to *JCD* from 1996-2006), I turned to her widower (T. Sweeney, personal communication, February 6, 2020) to determine how best to focus this narrative and he was quite clear in his response. According to Dr. Sweeney, Dr. Myers’ legacy is best captured in the continued and ongoing leadership, scholarship, teaching, and excellence exhibited by the many people she mentored during her career that spanned more than four decades. This is highly consistent with Dr. Myers’ own thoughts. When she was asked (Nichols & Carney, 2013) to list her biggest accomplishment or proudest moment as a leader, she responded that it was her “role as a CSI chapter faculty advisor because the mentoring of students in their roles as leaders and advocates and really needing to help them learn about what a servant leader means has been really…meaningful” (p. 245).

It seems clear, then, that Dr. Myers’ legacy actively continues today as former colleagues and students continue to draw from her mentoring and lead and serve the counseling profession. While there are countless examples, consider first the fact that since Dr. Myers won the American Counseling Association David K. Brooks, Jr. Distinguished Mentor Award in 2012, seven of the eight subsequent recipients had close relationships with Dr. Myers (three students and four colleagues or former colleagues) and were influenced and mentored by her. Further, the immediate Past-President of the American Counseling Association (Dr. Simone Lambert) and President-Elect-Elect of the Association for Counselor Education and Supervision (Dr. Casey Barrio Minton) are both former students and mentees of Dr. Myers. Dr. Donna Gibson, who has served as President of the Association for Assessment in Research and Counseling and American Counseling Association Governing Council Representative, among other positions, and is a leading scholar in the area of counselor leadership development, was a student and mentee of Dr. Myers as was Dr. Shawn Spurgeon, who has served as Co-Chair of the ACA Ethics Committee and President of the Association for Assessment and Research in Counseling. Similarly, Dr. Brian Dew, who has served as President of the Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling and Treasurer of the Association for Counselor Education and Supervision was similarly mentored and influenced by Dr. Myers as was Dr. Catherine Chang, who has received numerous national awards and served as President of the
Association for Multicultural Counseling and Development and Chi Sigma Iota International, among other leadership positions. Indeed, the current CEO of Chi Sigma Iota, Dr. Holly Hartwig Moorhead, is a protégé of Dr. Myers who speaks often and with heartfelt emotion of the influence Dr. Myers had on her professional and personal life.

Beginning a list of mentees and protégés is inherently problematic as the list could go on and on and still fail to capture the breadth and depth of Dr. Myers’ influence on the counseling profession as a mentor, teacher, and supervisor. The list above is far from exhaustive and does not include many of her former students who have gone on to influence the counseling profession in profound ways. It also fails to capture the many students and Leadership Fellows and Interns (LFIs) in Chi Sigma Iota who she more informally mentored along their career journeys. My hope, though, is that those who never had the privilege of knowing or working with Dr. Myers will see in her life work a hint of what can happen when you are the change you wish to see in the world.

In Memory of
Dr. Jane E. Myers
Professional Identity: The CSI Experience
Dr. Jane E. Myers, Upsilon Nu Chi Chapter

When I was a student in my master's, specialist, and doctoral programs in counselor education in the 1970s, Chi Sigma Iota did not exist. My department had a "CESA," a Counselor Education Student Association. Its primary purpose was to engage students in social activities outside of the counseling program. Meetings were not well attended, though a core of social members kept the organization afloat from year to year.

As a faculty member teaching rehabilitation counselor education in the early 1980s, I became active in a newly formed national honor society for rehabilitation students. Being a chapter leader and Chapter Faculty Advisor for Rho Chi Sigma brought me into contact with students in a new way. Members of the honor society were encouraged to pursue excellence through academics, clinical practice, professional advocacy, and lifelong learning. Social activities provided networking opportunities that led to professional activities in related state and national associations.

When CSI was formed in 1985, what I had learned about the benefits of a student honor society and professional membership association came alive with new meaning. No longer were we talking about a small specialty within the counseling profession and 70-80 training programs. Now, the focus was on the counseling profession as a whole, with hundreds of training programs. I watched in awe as Tom Sweeney, CSI's first president and Executive Director, sent one letter to counselor education programs telling about the establishment of CSI, and never again has there been a need to "advertise," "market," or "recruit" for the Society. Over the years, I have had many occasions to ask how and why CSI is different than any other professional member association. It boils down to a core mission and values: its support for professional identity, its support for professional advocacy, and its unwavering support for me and each of you as professional counselors.

In 1990, as President of the American Counseling Association (then the Association for Counseling and Development), I went with Ted Remley, Ph.D., J.D., then ACA Executive Director, to a meeting at the national headquarters of American Association for Marriage and Family Therapy (AAMFT) in Washington, D.C. We met with AAMFT's Executive Director, Director of Professional Services, and legal counsel. At that time, AAMFT was supporting legislative lobbying in each state to oppose the licensure of professional counselors and to limit our scope of practice.
much less than was commensurate with our training and experience. We pled our case well. They listened, then said what they wanted in return for acquiescing to our request: “We want you to ask your members to take their ACA membership certificates off their wall and stop claiming it means something. It does not. AAMFT membership is a credential. Anyone with a check can join your professional association and be ‘a member of ACA.’”

Though ACA now has membership categories, it remains true that “individuals whose interest and activities are consistent with those of ACA, but who are not qualified for professional membership” may join as “regular” members, and enjoy the rights and benefits of professional members including listing of membership on their vita. Membership in ACA does not otherwise denote professional counselor preparation, credentialing or professional identity.

*What students found in CSI was validation for their beliefs, their philosophy, and their uniqueness, and both support and pride in being recognized for their commitment to excellence as professional counselors.* —Dr. Jane Myers

By the early 1990s, I found myself beginning service as a Chi Sigma Iota Chapter Faculty Advisor at a new institution, my third for that role. I was noticing the difference a CSI chapter created in a counselor education department. In two of the institutions where I served, the inception of CSI rapidly led to the students’ decision to terminate the “CESA” group. It was not that students did not like social events. What was clear was that students were looking for more, for something outside their regular coursework that supported them in their new professional choice and career. Counselor educators were increasingly telling counseling students that they were different from other mental health care providers, that our philosophy and goals of wellness set us apart. What students found in CSI was validation for their beliefs, their philosophy, and their uniqueness, and both support and pride in being recognized for their commitment to excellence as professional counselors.

From my recent position as CSI’s Executive Director for two years, it is easy to see that the majority of what happens in this Society happens at the chapter level, where students, faculty, and alumni share common core values in support of our profession. The work of CSI chapters increasingly occurs as an essential co-curricular aspect of counselor education programs, particularly focusing on leadership and advocacy competencies. For example, in its program reviews, the Council for the Accreditation of Counseling and Related Educational Programs (CACREP) formally acknowledges the importance of the work of our volunteer Chapter Faculty Advisors. This is because, in addition to social events, students find meaningful ways as counselors to engage in service to the community, support professional advocacy initiatives, and build an identity as professional counselors.

During a recent gap in office staff that gave me an opportunity to answer the CSI Headquarters phone for a few weeks, I realized that the most frequent statement I heard from our members was “I love CSI!” I have reflected often on that statement, always enthusiastically offered, without prompting. CSI’s mission has not changed substantially in 30 years, nor have our criteria for
membership for students, faculty, and alumni. As an organization, CSI’s commitment to professional identity and advocacy has had, and continues to have, tangible positive outcomes for the profession as a whole. Mentoring and support from chapter leaders and leaders in CSI International plays a role in the continued growth of the Society.

As we celebrate 30 years of CSI’s existence, we pass a milestone with over 100,000 initiated members. We also have passed another milestone, with more than $1,000,000 contributed directly to counselor education programs through chapter rebates - currently at over $100,000 per year. What makes CSI a singular and successful organization? Here are some of the main things that stand out to me.

- A clear and unchanging mission.
- A well-articulated vision.
- A strong consensus set of Core Values.
- Educational standards that require matriculation in a counselor education degree program, CACREP-accredited or in the process of accreditation within five years.
- Membership criteria that require identification as a professional counselor or counselor educator.
- Counselor education department support for CSI chapters by ensuring that at least two full-time faculty have terminal degrees in counselor education and supervision.
- Counselor educators who serve as Chapter Faculty Advisors and mentor students and new professionals in the meaning of professional identity.
- Members who dedicate their lives to advocacy and support for a strong professional counselor identity.
- Successful coalitions with the major credentialing, accreditation, and membership organizations in the counseling profession.

Finally, CSI is nationally certified by the Association of College Honor Societies (ACHS) the accreditation agency for honor societies on college campuses. As a consequence, CSI chapters are recognized as official student organizations and therefore eligible for student association funds, students are able to apply to receive money for support for conferences and travel, and CSI members are listed in university conventions programs as honors graduates.

As a CSI member, you are encouraged to frame your membership certificate and display it proudly in your office. Membership in CSI has always had a unique meaning. Being a part of CSI is a statement about your professional identity. It means you are a professional counselor. I am well. I cannot imagine a finer career or a nobler part.
President Judy Miranti welcomes all to the tenth birthday celebration of CSI

Outgoing president Ed Herr passes the gavel to incoming president Dick Percy as Executive Director Tom Sweeney applauds.

President-Elect Cynthia Osborn challenges leadership workshop participants to “Rise to the Occasion.”

Past-Presidents Catharina Chang, Courtland Lee, Judith Miranti, Sam Gladding, and Tom Sweeney present Leadership Excellence Panel.

10 years

15 years

20 years

25 years
CSI Membership: An Invitation to Connection
Dr. Holly J. Hartwig Moorhead, Upsilon Nu Chi Chapter
CSI Chief Executive Officer

Like other CSI members, my involvement within the Society began with an invitation. I’ve remained connected to CSI because time after time one person has taken the time and care to extend an invitation—to collaborate, advocate, share in leadership, build connections, and contribute to the greater good of our Society and the counseling profession.

As a master’s student, I was invited to join the Society through my Upsilon Nu Chi chapter. During my initiation ceremony in 1999, I remember thinking how nice it was for the chapter to host an event that was thoughtfully planned and that included personal highlights about each new initiate. I’d been part of both academic and social societies in college so initiation events were not new to me. However, there was something different about being initiated into CSI—a feeling that being a CSI member mattered if I was going to be a professional counselor—a sense that belonging is both a responsibility and an honor.

Once I became a member, I was invited to be a candidate for a chapter executive committee office. Consequently, I served as chapter secretary, on various committees, and as a liaison between my chapter and the counseling program’s student association, as well as the university’s graduate student association because I saw that our work mattered to chapter members and our community.

When I was a doctoral student, Dr. Jane Myers invited me to apply for the CSI International Leadership Fellow and Intern program. I did not think I had time to pursue this, but I dutifully submitted my application. (As was usually the case, one did not say “no” to Dr. Myers easily—and one usually discovered that her prompts inevitably led to unique opportunities.) Surprised to learn that I had been selected as a CSI Intern, I accepted the invitation to attend the 2002 summer CSI Executive Council meeting at Dr. Geoff Yeager’s home in Cincinnati, Ohio. In many ways, serving as a CSI Intern changed the
course of my life. As I listened to the officers carefully talk about the Society’s needs and programs, I was impressed by how they came together to work for the good of CSI members, apart from personal ambition. After the second day of meetings, the officers went to a Cincinnati Reds baseball game. While sitting in the bleachers and eating ballpark hot dogs, they invited me to talk about my life, my dreams, my family, and my work. They listened deeply. Those leaders subsequently invited me to take part in other leadership opportunities that broadened my professional development.

After my intern experience, I was invited to serve on various CSI committees. Whether collaborating on advocacy projects, reviewing grants and poster sessions, or co-chairing the Chapter Development Committee, the consistent point of connection that kept me enjoying the work was my fellow CSI members – their collegial spirits and sincerity in advancing a shared mission made our work meaningful.

Other invitations came, too. When Dr. Cathy Woodyard, CSI Exemplar Editor, invited me to write a “CFA Highlight” for the Exemplar, I accepted. Could there be something more uplifting than interviewing Chapter Faculty Advisors to highlight their important work and their dedication to giving? I learned so much from Dr. Woodyard that has continued to bring great meaning to my personal and professional life.

Then came an invitation to serve as a candidate for CSI Secretary. As I served in that role, I saw the officers’ focus on mission and enjoyed the personal relationships that developed out of collaborating with one another.

I now have the pleasure of serving as CSI’s Chief Executive Officer because of yet another invitation. My greatest joy in this chair is seeing invitations continue to be extended by CSI members—inviting counselors to meaningfully contribute, learn, give, advocate, and ultimately grow as servant leaders.

In my journey, over and again an invitation has helped me step out of my comfort zone to both give and receive. Every invitation that has been extended from CSI has made me better. CSI invitations are not exclusive, but they are special. I invite you to the CSI table to find your place of service and growth (www.csi-net.org; holly.moorhead@csi-net.org).
When I was in the second semester of my master’s program,...

...I was extremely busy and CSI was not on my radar until I received an email from Dr. Jane Myers, Upsilon Nu Chi’s Chapter Faculty Advisor, inviting me to attend a meeting and get involved. I was struck by the fact that the email was not a bulk email to all students, but came directly from her. As I started to attend meetings, I discovered that the chapter was recruiting for multiple leadership positions. After consulting with Dr. Myers, I turned down the opportunity to run for an officer position because I found the chance to become Co-Chair of the chapter’s Advocacy Committee especially intriguing.

While serving as Upsilon Nu Chi’s Advocacy Co-Chair, I became familiar with the ways that professional counselors advocate for both clients and themselves, and I discovered that I was comfortable sharing information about our profession and our clients’ needs with legislators. I was therefore willing to participate in a North Carolina School Counselor Association (NCSCA) Legislative Day, and that led to me chairing NCSCA’s Government Relations Committee for four years.

During those years, I entered my doctoral program at North Carolina State University and was privileged to become President of CSI’s Nu Sigma Chi Chapter. Members of my new chapter volunteered to serve as leaders in NCSCA too. Because of the collaboration that NCSCA established among professional school counselors across North Carolina, as well as the incredible work of our lobbyist, we were able to convince the state legislature to pass a law that defines the duties of school counselors and prohibits them from serving as testing coordinators. I would never have been in a position to affect change in our state if my CSI chapters had not inspired me to pursue this interest and provided me with the allies that I needed to do so.

After I graduated with my master’s degree, I started working as a professional school counselor, but I missed being involved in CSI. In an E-News announcement that encouraged CSI members to remain involved after graduation, I noticed an invitation to
submit a Volunteer Interest Form on the CSI website. I expressed my interest in remaining involved and was contacted by Dr. Myers and Dr. Tom Sweeney, the founder of CSI. They encouraged me to participate in the new Professional Member Task Force, and this led to another leadership opportunity as I chaired CSI’s Professional Member Committee during its initial years.

We still provide the Volunteer Interest Form, and now I am the person who will be glad to speak to you about volunteer projects within our Society. You are welcome to email me at stephen.kennedy@csi-net.org. We are always seeking new volunteers who are interested in serving within CSI International, and I look forward to helping you find the opportunities that are right for you.

CSI Webinars
Recorded webinars on a variety of professional topics are available at csi-net.org. Recently added webinars include:

Child Discipline in African American Families: Research and Advocacy
Dr. Carla Adkison-Johnson

Becoming an Advocate for the Counseling Profession: Getting Started and What You Can Do
Dr. Victoria E. Kress

Counselor Community Engagement in Action: From Idea to Follow-Through
Dr. Rebecca Cowan,
Dr. Matt Glowiak,
Brianna Prestigiacomo, &
Kasia Wereszcynska
CSI at 35: 
Some Personal Reflections 
Dr. Courtland C. Lee, Rho Beta Chapter 
CSI President 1995-1996

I am pleased to join in the celebration of the 35th anniversary of CSI. My involvement in CSI is one of the most important ways that I define myself as a professional counselor. My CSI experience has been and continues to be one of the most rewarding aspects of my personal and professional journey. As I reflect on CSI, I am struck by its impact on not only me personally, but the influence it has had on the profession of counseling in its three-plus decades. I was honored to be President of CSI in 1995-96. In that capacity, I had the opportunity to travel the country meeting CSI members who were passionate about their roles within their chapters and committed to advancing the ideals of excellence in counseling. During my presidency I had the distinct pleasure of presiding over CSI’s tenth anniversary celebration. That was a joyous occasion at which we marked the amazing growth in membership and prestige that had occurred during the society’s first decade. It struck me when I looked at the scholarly and professional leaders who were present at that celebration how in ten short years CSI had become something truly special within the counseling profession.

The importance of CSI within the counseling profession was further impressed upon me during my tenure as President of the American Counseling Association (ACA) in 1997-98. This was an extremely challenging time for ACA as it struggled with the dissatisfaction of segments of the membership who felt that their specific professional specialties were not being fully appreciated within the association. This led to calls for disaffiliation from ACA from several specialty groups. As ACA President, I saw that my role was to advocate for a unified profession that spoke with many voices. Throughout that year, I traveled the country advocating for a unified ACA and counseling profession. This was a challenging endeavor as oftentimes the message did not sit well with disaffected members. However, wherever I went I knew that my message resonated with CSI members. Whether school counselors, mental health counselors, college counselors, or any other type of counselor, CSI members saw themselves as counselors first and realized that the strength and integrity we experience as counselors comes from the knowledge that we are in a unified profession. It was very clear to me that CSI members “had my back” as I championed the notion of counseling as a unified profession.
In the years since my national leadership positions with CSI and ACA I have enjoyed serving as a Chapter Faculty Advisor for the Rho Beta Chapter at The University of Virginia and the Alpha Delta Chapter at the University of Maryland. This was an incredible opportunity to nurture the leadership and advocacy skills of students in those chapters. Chapter meetings were lively sessions that gave birth to creative ideas and projects. It has been extremely rewarding to watch leaders of these two chapters go on to become outstanding academics and clinicians who are still actively involved in CSI. Their professional achievements truly embody the mission of CSI.

Along with serving as a Chapter Faculty Advisor, I have been honored over the years to be invited to serve as the keynote speaker at CSI chapter initiations. These initiations are true celebrations of counseling excellence. It is always powerful to watch a group of initiates publicly declare their commitment to strive for high standards of scholarship and clinical practice. In my keynote I always challenge new initiates to strive to become leaders within the counseling profession with their membership in the honor society, serving as the foundation of their legacy and their pursuit of excellence. What has been especially gratifying is, years later, to see officers from chapters where I spoke serving in prominent counseling leadership positions across the country.

While involvement in CSI has been a truly rewarding experience for me personally, the society has been a powerful force for the advancement of counseling. Over the last 35 years we have had significant milestones in the counseling profession which have helped to solidify its prominent place among the mental health professions. Importantly, CSI has been catalytic with respect to many of these milestones. Much of this revolves around CSI’s commitment to advocacy for professional counselors and their clients. Given this commitment, CSI leaders have been in the forefront of encouraging professional counselors to speak with one voice and that counselors are counselors no matter their specialty. Perhaps the best example of CSI advocacy efforts can be seen in the fact that today there is counselor licensure in all 50 states and the District of Columbia. This milestone was an aspiration 35 years ago and represents a long process that included the committed efforts of some very dedicated individuals, many of whom were nurtured within CSI. These CSI members brought the notions of counseling excellence and professional advocacy to bear in the push for counselor credentialing.

I consider it both an honor and a privilege to be a servant-leader within CSI. I wear my CSI pin with pride. It is my way of telling the world that I am a professional counselor who is committed to excellence. Here is to 35 years of CSI!
Taking the High Road to Excellence: Reflections on My Work with CSI and CACREP

Dr. Carol L. Bobby, Alpha Chapter
CSI President 1992-1993
President and CEO, CACREP 1987-2017

It is hard to believe Chi Sigma Iota (CSI) is turning 35! It feels like only yesterday that I heard about CSI for the first time during a group dinner where Tom Sweeney, CSI’s founding president, was present. That night the discussion around the table was all abuzz about how CSI’s focus on excellence and the development of future leaders would over time solidify and strengthen the profession of counseling. It was an exciting conversation. It was also the night that Tom Sweeney suggested that I become a CSI member. So, I followed his advice and applied for membership with Ohio University’s Alpha Chapter. After all, I had figured out that when Tom Sweeney spoke I should listen, because not only was he a dynamic and passionate leader who was making good things happen in the counseling profession, but he had been the founding chair of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) Board of Directors when I was hired as a brand new doctoral graduate to serve as its second executive director. In short, because Tom was my “boss” during my first year at CACREP, he took some time to orient me to the many challenges facing the profession at the time. These challenges included right to practice issues, the need for counselor licensure, getting programs to accept the value of and seek accreditation, the lack of a clear and cohesive identity among counselors, and the lack of public recognition of counselors and their qualifications. They were big issues, and Tom did not try to minimize them at all. But he also did not leave me without hope, because Tom and my graduate school professors at the University of Florida before him instilled in me a respect for what can be accomplished when you simply make the effort to put your best foot forward to address the identified needs and when your work with others is done with respect, honesty, integrity, and a passion for excellence.

Throughout my career as a professional counselor, I carried the lessons I learned from my professors and from Tom into my work with CACREP. Honestly, I am still amazed that I was hired to be CACREP’s CEO back in 1987, because I figured when I applied for the job that CACREP would want to hire a “somebody” in the profession and I at that point in time was a real “nobody.” But I look back on that hiring with gratefulness, for I recognize in retrospect that I was given a unique opportunity to serve the profession and to interact with the best of the best through
my affiliations with both CACREP and CSI, whose paths and my own always seemed to be intertwining while moving in the same direction. While I like to hope that I had something to do with our respective paths moving together toward excellence, it does not take a rocket scientist to discover there are some common historical elements from each organization’s formative years in the 1980s that are primarily responsible for setting the two organizations off in the same direction. The shared elements include: 1) leadership, 2) mission statements that promote excellence, 3) support for establishing a clear counselor identity, and 4) understanding the benefits of professional collaboration. Consider the following:

Shared Leadership—I have already revealed that Dr. Tom Sweeney was both the founding chair of CACREP and the founding president of CSI during the same time period, so it should be no surprise that there was overlap in the vision and mission of the two organizations. However, from the very early years on, the shared leadership has gone far beyond one person. There are many others who were integrally involved in the creation of both CSI and CACREP, sharing with both organizations their drive to serve and lead. Past presidents of CSI who also served as Chairs of CACREP Board include the following: Dr. Jane Myers, Dr. Joe Kandor, myself, Dr. Mary Thomas Burke, and Dr. Craig Cashwell. In addition, other past presidents of CSI who served as CACREP directors included Dr. Larry Loesch, Dr. Judith Miranti, and Dr. Courtland Lee. Most other CSI presidents have been involved with CACREP either as team members, team chairs, or in leading their counselor education programs through the accreditation process. And many of CACREP’s Board members over the years are CSI members and have been CSI faculty chapter advisors on their campuses. Such dedication speaks highly of the support for the founding missions of the two organizations.

A Focus on Excellence—A review of the respective mission statements of both CSI and CACREP reveals a shared focus on the promotion of excellence. While CSI promotes and recognizes excellence at the individual level through the induction of members who have met the high-level criteria of the honor society, CACREP promotes and recognizes excellence in counselor preparation through the recognition of programs that have met its accreditation standards. Both organizations have set high standards for excellence to further the public’s understanding of the quality training that counselors receive and the quality services that they can provide.

Support for a Clear Counselor Identity—The shared leadership of both CACREP and CSI recognized early on in their formation that the identity of the counseling profession was muddled. When students in counseling programs tried to explain to their families what they were studying, the response was often… “Oh, you’re going to be a psychologist.” Or if you asked someone from outside the profession what a professional
counselor could do, the answer could range from law to financial debt consolidators or used car sales personnel. Over the next three decades, there was significant cooperation among the two organizations to foster a clear and strong professional counselor identity—one that both graduates of counseling programs and the public would understand and respect. To accomplish this, CACREP standards were honed to require core faculty terminal degrees to be clearly identifiable as counselor education doctorates and to require core faculty to hold counselor credentials (e.g., NCC, state counseling license) and be active in counseling organizations (e.g., ACA and/or its divisions, CSI). Likewise, CSI created policies requiring chapters to be housed in programs clearly identifiable as Counselor Education programs, that hold CACREP accreditation, and that have adequate faculty with identifiable counselor credentials (e.g., graduation from a CACREP program, NCC, state counseling license). These efforts have gone a long way in helping students know that they are graduating from a counseling program and that they have been educated and supported by faculty members who believe in and are ardent advocates of the profession.

Understanding the Benefits of Cooperation and Collaboration—It is my belief that CSI’s and CACREP’s shared leadership, as well as their respective goals to foster excellence and develop clear professional counselor identity, built a natural bridge between the two organizations that has over time benefitted programs, students, graduates, the profession, and ultimately the public. Recognizing that there are many creative ways to foster excellence in our profession through good programming, intentional mentoring, research, and advocacy efforts, CACREP and CSI have openly supported each other’s missions and maintained continual communication between and among the leadership on strategic planning issues, advocacy issues, and policy development. At the policy level, it was noted previously that CSI requires new chapters to be affiliated with counselor education programs that are seeking CACREP-accredited status, while CACREP recognizes involvement with CSI as a professional service activity that can satisfy some elements of CACREP’s core faculty requirements. In addition, at a more hands-on level, CACREP has had representatives serve as lead presenters or participants in CSI-sponsored conference programs and webinars on the history of the profession and current issues. Similarly, CSI has supported CACREP’s Advocacy Week efforts by asking chapter members to get involved. In all cases, CSI’s and CACREP’s collaborative efforts to strengthen counselor identity and bolster the public’s understanding and recognition of the profession has benefitted us all. The collaborations have
focused on fostering excellence within the profession. They have been carried out with respect for those who have taken on the challenges of the past and honesty about the work that lies ahead. In short, the collaborations have honored the collective vision of both organizations’ founding leaders by taking the high road to excellence.

In closing, I will leave readers with a unique way of thinking about how CSI’s and CACREP’s respective missions have shaped and changed the profession of counseling over the past 35+ years. Taken from a talk entitled “W” that I gave at an induction ceremony a few years back, consider the following who, what, when, where, and why questions that every new member of CSI should be asked and the answers they should be able to provide today:

1. **Who am I?** I am a Counselor with a capital “C.” I am passionate about the career I have chosen. I know the history of my profession and I have pride in how my profession has developed and grown in its public recognition of its credentials.

2. **What am I doing?** I am taking the high road to excellence in all that I do, whether it is in my classes or in my counseling work with clients, because I want to be the best counselor I can be. I want to provide excellent service in all my interactions with others. I aspire to be an advocate for my profession and to serve as a leader if called upon.

3. **When will this happen?** I start this journey from this point forward and into the future.

4. **Where does this happen?** It will happen everywhere I go and with everyone with whom I interact. As a representative of the counseling profession, my thoughts, my actions, and my words will help others understand who counselors are and what they do; therefore, everything I say and do must be done with honesty, respect, and integrity.

5. **Why will I do it?** I will do this, because I am the future of the profession.

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Want more resources for CSI chapters? Check out the Chapter Training Modules at csi-net.org
We asked for current CSI members to share their experience of CSI. Here’s what they said.

**What has CSI meant to you?**

“Designated as a member of CSI means I have joined the exclusive club of scholar practitioners.” ~ Jensen H. Shirley, Ed.D., Omega Zeta Chapter

“CSI has meant being connected to a group of passionate counseling professionals. Joining forces with other members and chapters has helped me engage in professional advocacy on a larger scale.” ~ Kelly King, Nu Chi Chi

**How has CSI membership helped you grow as a professional counselor?**

“CSI has helped me step outside my comfort zone and become an advocate for the profession that I love.” ~ Laura W Mallard, Gamma Gamma Epsilon

“CSI membership has connected me to mentors, colleagues, and allies who have encouraged me progress and persevere in the helping profession, with evidence-informed and ethics-guided practice. I appreciate how our local chapter (in the Philippines) and the mother chapter (in North Carolina) support me with resources, opportunities, and feedback to become a more ethical and compassionate professional counselor.” ~ Wilfredo II Francis Mina, Iota Phi

“As a CSI member I am developing and enhancing my skills as a counselor, in order to import empirically-based research as part of the mental health diagnosis.”

~ Jensen H. Shirley, Ed.D., Omega Zeta Chapter

“CSI offered me a place to meet and build a network of professionals that while they may not be exactly like me, they get me and want to build a world that is a better place to be! What a great association of peers!” ~ Sheila Flynn, Lambda Chi Phi

“CSI has allowed me to become immersed in my identity as a counselor and advocate...
for my field and clients. My experience in graduate school has been significantly changed for the better through my involvement with CSI.” ~ Devyn Savitsky, Alpha

“CSI has allowed me to take on leadership opportunities as well as allowed me to give back to the community in so many ways.” ~ Lauren Chase, Mu Tau Beta

“CSI has helped me grow in confidence as a leader as a professional counselor.”
~ Rebecca Gill, Sigma Lambda Upsilon

“My CSI membership has helped me grow as a professional counselor by expanding my professional network and gaining recognition of my academic achievements. When colleagues or hiring committees see “CSI” on my resume, they understand the level of commitment I have for counseling.” ~ Rosa Hernandez, Sigma Delta

“Chi Sigma Iota membership has helped me grow professionally by enlightening me on servant leadership and community engagement. This opportunity has allowed me to embrace a life of leadership in my beloved helping profession.”
~ Laurie Wesselmann, Chi Upsilon Chi

“Membership in CSI has afforded me priceless opportunities to engage professionally, which have also cultivated personal relationships. All of these have shaped me into who I am today.” ~ Dr. Sandra Logan-McKibben, Delta Iota

“As current President and prior Vice President of my chapter, CSI has helped me grow tremendously as a servant leader, advocate, counselor and individual by giving me the confidence to be the best version of a counselor I can be and to continue my leadership and advocacy in the field of counseling in a clinical and educational setting. I am so thankful for all this organization has given me. CSI has helped me in my advocacy for others and for important social justice issues in counseling, for mental health issues concerning domestic violence, suicide prevention awareness, and has helped me give a voice to others.” ~ Sravya Gummaluri, Rho Upsilon Beta
Advocacy: Building the Profession Through Personal and Professional Relationships
Dr. Thomas Clawson, Alpha Upsilon Chapter
President and CEO of the National Board for Certified Counselors, Inc., 1989-2018

As a life member of Chi Sigma Iota (CSI), I have had an extensive history both personally and professionally with the organization and its founding executive director, Dr. Tom Sweeney. I have had the pleasure of working collaboratively in many and varied joint projects.

My earliest interactions with Dr. Sweeney date back to the mid-1980s when many counseling organizations were early in their development. At the time, I was the chair of Boston University’s Overseas Counseling Program. The program was created through a contract with the United States military, and it offered master’s degrees in counseling to service members, their family members, and other eligible citizens working with the United States Armed forces in Europe. Dr. Sweeney somehow located me at my office in Wiesbaden, Germany. As counselor educators, we found a shared common objective of developing graduate education in the profession. We also discovered a shared interest in counselor advocacy, and while I was less experienced in this area, I was savvy enough to seek and listen to his advice regarding advocacy in our profession. I was aware that he was one of the seminal leaders who created the licensure and credentialing movement for counselors in the United States and that he had served as president of the American Counseling Association (ACA) in 1980-1981.

The licensure effort was one with which I had a personal connection. I was involved as a doctoral student at William and Mary in helping Virginia become the first state to license counselors. So, I had a taste of advocacy but was not as experienced as Dr. Sweeney and his colleagues, and I needed advice on how to correct an existing gap in policy at a United States medical hospital in Heidelberg, Germany. At that time, the government would pay for military personnel, their family members, or others attached to the services, to complete a graduate degree in counseling; however, they would not hire our graduates to serve in the United States services medical hospitals and clinics. Clearly, this policy contained no logic; why would the government pay those attached to the United States Military to complete a degree while serving in Europe, and then not be willing to hire them to serve in their mental health facilities upon completion to assist others who served in the military? This early connection formed the basis of a personal and professional collaboration that spanned three decades through the many phases of counselor advocacy from the 1980s through our retirements from counseling.
Counseling, as a profession, had the advantage of having a few central pioneers in the early years of growth. These individuals used their leadership not for the purposes of seeking personal glory, but rather to help an increasing number of people understand and distinguish counseling as a profession; how it could help a range of people through a variety of concerns. Dr. Lloyd Stone (CSI Alpha Beta), the founding chair of the National Board for Certified Counselors (NBCC), knew Dr. Sweeney (CSI Alpha) and recognized a similar energy and vision. Most importantly, they both understood the importance of counselor identity and being clear that we are a profession. CSI held the same passion for identifying professionals with counselor training and practice, and CSI became the model for the profession to recognize true counselors. Other counseling organizations followed that lead and moved closer to the counselor identity over the decades. CSI has been the only counseling organization to originate by designating counselor education and practice as the signature qualification for membership. This important distinction was not cost effective in most counseling organizations as we began with a “big tent” approach to attract many fields of practice to our organizations.

Another such pioneer, Dr. Joe Witmer (CSI Beta), who was the first executive director of CACREP, was incoming Chair of the Board of Directors when I was hired as CEO of NBCC. My first board meeting experience concentrated on the topic of advocacy, and Dr. Sweeney was an invited special guest speaker. At the time, Dr. Sweeney and Dr. Jane Myers were project directors of a government grant. They invited me to represent NBCC and gathered a diverse group of experts needed to provide testimony and educate decision makers about the value of counseling. In short, my time with the profession seemed to always have CSI involvement.

CSI leaders teach advocacy and understand that the effort cannot be limited to one particular effort or approach. They also recognize that difficult times require innovative approaches. During a particularly difficult financial period for ACA, CSI recognized that resource-demanding advocacy could not be limited to just one group, and they organized a summit of all counseling organizations to create ways to advocate for counselor equity, including recognition in government, mental health, and business as well as seeking recognition from the insurance industry. CSI’s view of collaborating across organizations for the purpose of advocacy led to their exemplary support for NBCC to secure the rights to administer the first counselor version of SAMSHA’s Minority Fellowship Program. Within hours after I requested a letter of support, Dr. Myers, then Executive Director of CSI, responded with a great letter.
CSI has always been willing to lead a particular effort and they effectively include other leaders with whom they have professional relationships to promote the profession of counseling.

However, collaboration did not stop with just partnership. CSI leadership also recognized the value of public education about counseling. In their early years, CSI recognized the importance of educating clients about their rights in a counseling relationship, and as a result, the concept of the Client Rights and Responsibilities was developed. This statement was published by CSI and NBCC and was revised two times. For the most recent version, Dr. Myers reached out to another counselor who had publicly advocated on behalf of the counseling profession, Dr. Kristi McCaskill. The two partnered in the revision of the Client Rights and Responsibilities, and sought recognition of the statement through both of their organization’s boards, CSI and NBCC. Once approved, this important document could be jointly distributed by both organizations to extend the reach of this important information. Dr. Holly Hartwig-Moorhead, CSI’s current CEO and student of Dr. Myers as well as one of my past employees and colleagues, continued this effort through partnership with Dr. McCaskill in 2015. The Client Rights and Responsibilities is available on both organizations’ websites.

When ACA issued an invitation to join an effort called—2020 A Vision for the Future of Counseling, I went to Dr. Sweeney (then CSI CEO) and Dr. Carol Bobby (then CACREP CEO) to see if they were joining the group. I wanted to be sure that there would be a strong voice in the 2020 processes for one counseling profession. At that time both the American School Counseling Association (ASCA) and the American Mental Health Counseling Association (AMHCA) had made public statements referring to themselves as separate professions. Most of the discipline thought it was important for a young profession like counseling to have a cohesive statement about our profession and to be clear we are one. After over seven years, the 2020 process made historic progress in counseling with CSI and NBCC both supporting many statements and lauding the eventual CACREP merger with rehabilitation counseling accreditation.

I have watched over the years as CSI boldly advocates for counseling as a profession of counselors only. CSI has given other organizations the right words and strong voice advocating an enduring progress for our profession and professional counselors for 35 years! I am impressed!
The 35th anniversary of Chi Sigma Iota is an exciting time for all members to reflect on the meaningful contributions this honor society has made since its inception. In an attempt to honor this exemplary leadership and dedication, CSI 2019-2020 Leadership Fellow and Interns (LFI) Annaleise Fisher, Missy Moore, Arden Szepe, and Jordan Shannon contacted CSI’s Past Presidents and asked for a reflection to include in both the 35th Anniversary Edition of the Exemplar and a “35th Anniversary Past President Showcase” that was to be displayed during CSI Days at the 2020 American Counseling Association Conference and Expo and that will now be shared online in conjunction with the the 2020 CSI Annual Delegate Business Meeting. As emerging leaders in CSI, we were deeply touched and inspired by these distinguished leaders’ reflections. The Past Presidents discussed the various principles and practices that have contributed to the growth of CSI, which we categorized into seven themes: wellness, advocacy, leadership, mentorship, professional identity, student-driven involvement, and education. It is evident that CSI has prioritized excellence in counseling for counselors-in-training, practicing counselors, and counselor educators since its inception in 1985.

The CSI Past President reflections have been organized in response to the following questions:

**In what ways has CSI and its members contributed to the counseling profession?**

**What have you gained from your leadership involvement within CSI?**

First of all, I believe that CSI has been meeting its mission to “provide all counselors regardless of specialty, setting, or degree a clear professional identity as counselors…who contribute to the realization of a healthy society by fostering wellness and human dignity.” With over 130,000 members initiated, it is no surprise that every major counseling organization has CSI members within its leadership. Through the CSI Chapter Rebate Program alone, CSI has contributed over $1.7 million to over 400 counselor education programs and their students and faculty since 1985. CSI continues to return these funds to the chapters on an annual basis at a rate of over $100,000 per year. In addition, CSI’s awards program, grants, and other initiatives provide further financial support for members and chapters.

Secondly, CSI chapters are recognized as co-curricular partners in counselor education by CACREP and credentialing bodies. Chapters, under the mentorship of hundreds of chapter faculty advisors, conduct literally hundreds of programs and community-based projects ranging...
from wellness programs for their fellow students to outreach in the community. At the core of these programs is mentoring our members to understand and adopt a servant leader philosophy and behavior. We serve to benefit others and uphold the mission of our organizations and society; we do not serve for personal gain. Through CSI, I have had the privilege of knowing and working closely with the most professional, generous group of counselors one could find anywhere. I can name dozens who time and again said “yes” to invitations to speak at chapter initiations, serve in leadership positions, and donate expertise through workshops, publications, and conference presentations. We proudly say that, “CSI is more than a line in your vita!”

To illustrate the servant leader value inherent among our leadership, one story stands out for me. One immediate past president of ACA (Dr. Rose Cooper) ran against a doctoral student from Alabama for a position on our Executive Council during our early years as an organization. She wasn’t elected! When I called to tell her, she responded immediately, “Well, what else can I do to help?” For the next six years, she conducted outstanding leadership workshops for the CSI Fellows and Chapter Leaders at our annual conferences. Yes, she also subsequently served as one of our distinguished presenters but that was to our benefit, too, of course!—Dr. Thomas J. Sweeney, 1985-1987 Founding President

I was first involved with Chi Sigma Iota when I started the Beta Phi Chapter at Bradley University, where I have been a faculty member in the Counseling program since 1992. I started the Chapter because I believed that this would be the perfect way for our students to learn about the counseling profession and help establish their identity as professional counselors. Membership in Beta Phi would also be the primary way for students to develop their leadership skills and be recognized for their academic achievements. My goals for the Chapter have been hugely successful! Building counseling students’ professional identities, mentoring students into leadership positions, and professional advocacy are the top three contributions CSI makes for the counseling profession.

I became involved at the national level when in 1998, I was contacted by Pete Warren, who asked me to run for CSI Secretary. I gratefully accepted and was elected in 1999. As Secretary, I was introduced to the servant leadership role models of Tom Sweeney, Jane Myers, Don Locke, and other exceptional CSI leaders. CSI sponsored the two Advocacy conferences, and CSI became the voice of professional advocacy in the counseling profession. One of the initiatives that developed from the meetings was the CSI Advocacy Task Force chaired by Bill Nemec and myself. We solicited advocacy projects for publication on the CSI website under each of the six advocacy themes developed as a result of the conferences. I am proud to see that many of the original projects are still listed today for members to use. We The Advocacy
Task Force became an official CSI Committee, and I was honored to serve as the co-chair for several years. The Advocacy Committee has a history of developing initiatives that promote professional advocacy and continues to do so. As President-elect and President, my theme was professional advocacy, and we focused on advancing the excellent advocacy work of the Society.

It has been wonderful working with CSI leaders mentored through their chapters, who are now leaders in the counseling profession as well as Chi Sigma Iota. Serving as Faculty Advisor for the Beta Phi Chapter since its beginning in 1994 has been one of the great joys of my professional career. Our Chapter has been successful in many ways, most notably in developing leadership skills and promoting the counseling profession in the university and greater community. The Beta Phi Chapter has presented several Advocacy Posters and received several awards due to the great work of our students. CSI provides the opportunity for recognition of excellence as a student member. As Faculty Advisor, I get to know our students and serve as a mentor on a larger scale than I could otherwise. Our students who are involved in the Chapter develop a strong professional identity as a counselor and develop servant leadership skills. Chi Sigma Iota has been a significant leading force in my professional career as well as the counseling profession. As a crowning achievement of my counseling career, I am humbled and honored to receive the 2020 Jane E. Myers Lifetime Mentor Award.

—Nancy E. Sherman 2004-2005 President

I have been part of many major advancements in the profession during 44 years as a counselor and counselor educator, including accreditation, licensure, and Chi Sigma Iota. Of the three, CSI’s evolution is the one most personal for me because of its unique role in the counselor education student experience, the profession’s growth, and my growth as a counselor educator.

A group of master’s students at Murray State University approached me in 1987 about starting a chapter of this new CSI (1985) organization. This “we want to do some extra professional development” initiative was unusual for busy part-time students, so I was especially supportive. Our work eventually established the Mu Sigma Iota Chapter and promoted a new student perception of themselves as active leaders in the program and the larger counseling profession.

Students worked on ways to support each other and the program by taking leadership in designing and implementing additions to student experiences and engaging themselves in the larger profession. I also saw my role change toward greater emphasis on encouraging students in their own professional and academic initiatives and blending my knowledge and experience
into those initiatives. I loved these changes and the opportunity to be more invested in being a student advocate and supporter of their initiatives. My changed perceptions sustained and encouraged me throughout my career both for the benefits I see students gain and for the joy I feel in being collaboratively involved with them on our joint journeys.

The emergence of CSI connected students and faculty more personally, directly, and practically to national issues than do other organizations. It raised student involvement and promoted my personal CSI involvement locally as a chapter faculty advisor or co-advisor for over 20 years. It also encouraged my additional national investment in professional organizations including CSI that eventually led to the CSI Presidency.

CSI is the only professional counseling organization whose investment starts at the local student level. It is the only counseling organization that funnels financial and training support directly to student involvement in local chapters and has changed the concept of counseling students from passive learners to active professional leaders, so that numerous local, state, and national leaders have emerged from this CSI model to strengthen the profession. What an exciting ride it has been and continues to be in the future!

—Dr. Richard J. Hazler, 2005-2006 President

From its inception, Chi Sigma Iota (CSI) has been dedicated to the promotion of excellence in counseling. This is exemplified in its distinction as an honor society. As such, counseling students and practitioners who meet eligibility criteria are inducted into the society; they do not “join” CSI. Other entities in the counseling profession have as their focus the generation, adoption, and enforcement of standards of practice. CSI’s mission, however, has been to challenge its members to “rise above” and exceed standards or minimal expectations. In this manner, CSI is not about doing as little as it takes to earn a passing grade, hold an elected office, or “squeak by” a supervisor’s performance evaluation. Rather, CSI is about envisioning what can be (not resigned to what is), cultivating resources (e.g., human values and culture), and taking collective and resolute steps toward enhancing the wellbeing of clients, students, counselor practitioners and educators, and the profession of counseling.

The mindset and practice of striving for excellence are what were impressed upon me during my time in leadership roles in CSI. I learned this from Dr. Tom Sweeney, the founder of CSI and its Executive Director during my time of service. He also happened to be the one who taught me about Individual Psychology or Adlerian Theory. I was fortunate to have first met Dr. Sweeney in the classroom, when he taught the Adlerian Theory course I took as a doctoral student at Ohio University, the birthplace of CSI. I learned from him that, from an Adlerian perspective, striving for significance or completion is fundamental to human wellbeing and is
derived from the concept of teleology or forward thinking and moving. It was from Dr. Sweeney’s tutelage while I served on the CSI Executive Council that I came to appreciate what I regard as CSI’s theoretical underpinnings; that is, how the honor society in many respects embodies Adlerian principles and practices. Striving for significance, therefore, is not simply a laudable human quality or behavior, or a catchy slogan for an organization; it is theory-in-action. And this reinforces CSI’s soundness, integrity, and relevance.

Although its chapters are housed in academic programs, CSI recognizes more than academic excellence. Induction into CSI signifies a commitment to strive for excellence in all aspects of professional counseling. This is the distinct honor I have in remaining a CSI member, this challenge to strive for excellence in all I do.—Dr. Cynthia J. Osborn, 2006-2007 President

CSI’s 35th anniversary provides the perfect opportunity to reflect upon the organization’s numerous contributions to the counseling profession, and more personally, to my own professional and personal development. When I joined CSI in 1990, I had no idea that the organization was in its infancy. Only five years old, CSI was already well established with numerous local chapters housed in university counseling programs and a well-developed leadership and committee structure along with opportunities for leadership development.

As with most members, my initial involvement was at the local level at my university chapter; however, being selected as a CSI fellow provided me the opportunity to be exposed to CSI at a national level. As a wide-eyed graduate student at my first ACA conference in Reno in 1991, I immediately experienced a feeling of being “at home.” Over the years as I served in a variety of positions within CSI and attended the CSI Days at the conference, I have continually been inspired by the level of commitment from distinguished leaders in our profession to active involvement within CSI. Observing that level of dedication to the profession from those whom I respected and admired instilled in me a strong desire to become a servant leader.

In addition to the leadership opportunities, the variety of ways that CSI contributes to the profession as a whole and its members is nothing short of extraordinary. Long before it was commonplace in the counseling profession to speak about advocacy and wellness, CSI had incorporated these concepts into its vision and mission in very tangible ways (just a couple of examples; there are many others). In addition, CSI provides opportunities for mentorship (both as a mentor and a mentee), research, professional development, and continuing education just to name a few. The ripple effects of CSI members’ professional contributions at local, state, and national levels is significant.

As I close, I am deeply grateful not only for the profound influence CSI has had on my professional development, but also for the lifelong friendships that I have made and nurtured.
Spring 2020

as a result of my involvement in CSI. Some of my dearest friends to this day are fellow professionals that I met or got to know more deeply through my association with CSI. As a life member, I look forward to forging more professional relationships and friendship in the years ahead.—Dr. June M. Williams, 2007-2008 President

How do you continue to engage in the values that CSI holds?

I believe that CSI’s emphasis on promoting excellence is one of life’s most important values. All my life I have tried to pursue excellence in everything I do. This pursuit started at an early age with me wanting to excel at spelling, playing marbles, jumping rope, and/or baking cookies. It continued through high school and college with me wanting to be the star of the senior class play and getting the highest GPA possible while pursuing a double major. And, it continued throughout my career in the counseling profession and, in particular, when I served as the CEO of CACREP for 30 years. But what I learned during my career as a professional counselor was that excellence did not necessarily mean being the best at something or being in the spotlight. The pursuit of excellence is ultimately tied up with who you are and how you are in relationship with others – be they individuals, groups, or organizations. Truly excellent individuals understand how their efforts can shine a ray of positive light on the contributions of others and how they will benefit when the light is reflected back to them. Now that I am retired, I know that the pursuit of excellence will never leave my psyche. It continues to be a value I take into my art classes as I try throwing pottery or threading a loom to weave a scarf for the first time ever, but it is also there as I reconnect with old friends or meet new ones.
—Dr. Carol L. Bobby, 1992-1993 President

CSI has played a critically important role in my professional development. By making space for important topics like advocacy and leadership, CSI provides all of us with opportunities and the challenge to explore and promote topics we care about such as advocacy and professional excellence. In my leadership roles, I strive to model and embody CSI values such as fairness and integrity. I am so grateful that CSI helped me to grow as a leader in this way, at a critical point in my development as a counselor. Daily I work to advocate for our wonderful profession and those we serve, and CSI instilled in me this value of advocacy and giving back.—Dr. Victoria White Kress, 2012-2013 President

First of all, I believe that CSI has been meeting its mission to provide all counselors
regardless of specialty, setting or degree a clear professional identity as counselors “…who contribute to the realization of a healthy society by fostering wellness and human dignity.” With over 130,000 members initiated, it is no surprise that every major counseling organization has within its leadership CSI members. CSI has contributed over 1.7 million dollars to over 400 counselor education programs and their students and faculty since 1985 just through the CSI Chapter Rebate Program. It continues to do so annually at a rate of over $100,000. In addition, CSI’s awards program, grants, and other initiatives provide further financial support for members and chapters.

I have held continuous membership in CSI since 1989 and remain committed to the core value of academic and professional excellence. As both an academic and practicing counselor, I remain committed to my own professional development. Most recently, my continuing education has been focused on clinical supervision and trauma-focused treatments, including EMDR, Sensorimotor Psychotherapy, and Brainspotting. Throughout all that I do as a counselor, supervisor, educator, and administrator, I hold sacred the charge to “contribute to the realization of a healthy society by fostering wellness and human dignity.” Finally, I have been honored to serve the counseling profession in many ways that I would never have imagined when my career began, and I look forward to the next opportunity that comes my way to serve this amazing profession that continues to mean so very much to me.

—Dr. Craig Cashwell, 2014-2015 President

For me, Chi Sigma Iota embodies the principles of celebrating excellence, promoting a strong sense of counselor identity, fostering a legacy of leadership, and cultivating an emphasis on wellness and development. My own professional engagement has been profoundly impacted by CSI and the leaders who have shaped it. The values of CSI are embedded in all my professional work in that I am committed to promoting strong counselor identity in the professional spaces I now occupy as an administrator. I bring the professional role and positive impact that counselors have to all my collaborative meetings with school, community, and economic development leaders. I am working to establish a leadership development institute for graduate students on campus, and I connect this initiative to my commitment to leadership development and wellness, two critical values of CSI.—Dr. Nicole Hill, 2018-2019 President
What was your mission for CSI during your presidency? What were some of CSI’s accomplishments during your presidency?

It’s hard to believe 22 years have passed since I was President. The honor of having this leadership position was certainly a highlight of my career. My goal as President in 1998-99 was to help further the mission of CSI, particularly in the area of professional counselor advocacy. It was during my tenure as President in 1998 that CSI’s Counselor Advocacy Initiative began. I was honored to be a part of the CSI leadership team that established Counselor Advocacy as an integral part of CSI’s mission. In May and December of 1968, CSI hosted two national invitational conferences for leaders in the counseling profession to share, discuss and compare perceptions on a common vision for the advocacy of counselors and the services they provide to others. During these conferences six themes were identified for further definition: marketplace recognition, inter-professional issues, intra-professional issues, counselor education, research, and client/constituency wellness. These themes were developed to help CSI and the profession move forward in the advocacy initiative.

Planned advocacy activities also began in 1998. During the CSI reception at the ACA convention, the CSI fellows organized a Counselor Advocacy poster contest where CSI chapters could display their chapter’s Advocacy projects. Much interest and enthusiasm was exhibited as a number of chapters proudly displayed their projects. That was just the beginning! Today, I am amazed and gratified to see numerous CSI-sponsored sessions on professional identity, leadership, and advocacy at the 2020 ACA convention. Also noteworthy is the Journal of Counselor Leadership and Advocacy which has become an outstanding journal to promote the development of leaders and to bring awareness to professional and client advocacy practices and research. These are only two of the many examples of CSI’s advocacy initiatives which are truly exemplary and have made major contributions to the professionalization of counseling throughout the world. As a past president and life member it has been an honor and privilege to be involved.

—Dr. William E. Nemec, 1998-1999 President

During my presidency our focus was on leadership and leaders as advocates. More specifically, our mission was to promote the growth of leaders who adhere to the CSI values of promoting excellence, integrity and professionalism, a strong professional counselor identity, and the promotion of the counseling profession. Our CSI Day events and trainings, an issue of the Exemplar, and our webinars were dedicated to this topic. During my presidency, I worked closely with Dr. Jane Myers as we navigated her transition to serving as the second
ever Executive Director of CSI. Despite the changes associated with traversing a major organizational transition, many wonderful changes emerged out of that time including the development of the *Journal of Counselor Leadership and Advocacy*, an updated website, the growth of the Fellow and Intern program, and the expansion of the CSI Webinar program.

—*Victoria White Kress, 2012-2013 President*

My CSI presidency occurred during the tenure of the second Executive Director of CSI, Dr. Jane Myers. Early in my presidential year, we were focused on cleaning up some issues in the bylaws, addressing some issues with the website and server, and looking to grow the CSI staff as CSI was in a period of rapid growth of chapters and members. This “down in the weeds” work early in my year as president quickly gave way to far more critical issues as Dr. Myers was diagnosed with Stage IV lung cancer which claimed her life just a few months later. To a person, the Executive Committee was stunned by this news and deeply and personally affected. Jane was far more than just the Executive Director. To those of us on the EC, she was a mentor, a leader, and a friend. For me, personally, I had worked with Jane at UNCG for over 15 years and considered her a valuable mentor and a deep personal friend. Accordingly, we faced the three challenges of grieving together, supporting Jane and her husband Tom Sweeney, who has served CSI so faithfully as the founding Executive Director of CSI and, all the while, leading the business of the organization. We were very fortunate to have Dr. Stephen Kennedy on the staff who served the organization faithfully through this transition period. Finally, I will be forever grateful for the search committee that led the search for an Executive Director after Dr. Myers’ death and ultimately secured the services of our current CEO, Dr. Holly Hartwig Moorhead.—*Dr. Craig Cashwell, 2014-2015 President*

The theme I chose for my presidency (2016-2017) was *Wellness Leadership*. During that time, I was most excited to tap into the passions of our members who understood the importance of wellness in our profession, and who also saw that lack of attention to wellness and wellness counseling across many facets of our professional training and standards. This led to the creation of the Wellness Counseling Practice and Research Committee and the many initiatives of this outstanding group of counseling professionals who champion wellness. I was also very excited to partner with Dr. Hartwig Moorhead to present on the topic of organizational wellness and also to incorporate wellness goals as part of that year’s CSI committee charges. Leading well requires us to model and promote wellness in all we do, and CSI has a unique opportunity to set these standards of practice.—*Dr. Michael Brubaker, 2016-2017 President*
My focus during my CSI presidency was on *Cultivating a Culture of Leadership and Mentorship* which challenges each of us, individually and collectively, to enact our values of excellence, wellness, and human dignity through actively engaging in leadership and mentorship activities. I believe this theme resonated with the overall mission of CSI and worked to empower all of us to actively nurture the next generation of leaders. Our future as professional counselors hinges on us serving as stewards for the next generation of leaders. Providing stewardship for the next generation of leaders requires active engagement and the nurturing of a professional community that sustains us and encourages us to thrive. In terms of some of the accomplishments of CSI at that time, we advanced the commitment to wellness counseling; we developed task forces to understand the complexity of meeting the needs of our members who are enrolled in online programs and to explore how we might support professional excellence in global counseling contexts; and we nurtured important collaborative partnerships as the profession evolved.—*Dr. Nicole Hill, 2018-2019 President*

**How has CSI contributed to your professional development and career?**

CSI has been an essential part of both my personal and professional development. I have been an active member of CSI since I was inducted as a Master’s level student over 25 years ago. It is because of the training and mentorship that I received through CSI that I grew as a leader within the counseling profession, and I credit CSI with teaching me how to integrate service and advocacy into my leadership. I continue to engage with CSI because their core values of Commitment, Service, and Identity are core to what I believe is foundational to being a professional counselor. CSI, like no other professional counseling organization, always has been about promoting excellence in professional counseling and maintaining a strong professional counselor identity. I hope that I can engender this commitment to service and identity to the next generation of professional counselors and counselor educators as CSI has done for me.—*Dr. Catharina Y. Chang, 2009-2010 President*

From my earliest memories, I made a commitment to be a resource and share whatever skills I might possess to support people. As a child / adolescent, I did not have any real concept of servant leadership related to social justice and equity. My father had to quit school in the 8th grade to support the family and my mother did not fare much better in terms of education, though, hard work and supporting others were always of primary importance. As a professional,
I found a dynamic organization in Chi Sigma Iota that shared my beliefs and values beginning with Eta Chapter, to Alpha Chapter, and currently Rho Alpha Mu Chapter. Through CSI, I realized no leadership title is needed for the work of advocating and supporting people and the profession. All that is needed is the desire to help others thrive and the willingness to put your personal wants aside for periods of time. Successes come through listening to diverse voices and perspectives and using this information to work with others toward common, viable goals. CSI provides students with the opportunity to be full-time, voting members with active roles that yield benefits for individuals and the profession in unique ways to deal with social injustices that inhibit a healthy society. They work toward a sense of wellness and human dignity for everyone. CSI is an amazing organization with diverse member representation and culturally diverse leadership highlighting a global counseling profession. This significant value of wide-ranging perspectives is charting our way forward as counselors and counselor educators with positive, proactive initiatives that confront injustices and amplify the voices of many. My time as President of CSI, Chapter Faculty Advisor, and student member has afforded me the opportunity to be a part of the growth of the profession, counselor education and counseling students, and my own personal development as I actively strive toward fairness for everyone.
—Dr. JoLynn V. Carney, 2010-2011 President

When I was a graduate student, I recall being touched by CSI’s message of both professional and client or consumer advocacy. CSI instilled in me an understanding that each of us must be committed to doing whatever we can to advocate and ensure that our profession develops in a healthy, productive fashion. As I have moved forward in my career, I have learned that if we pay attention, we find that life places multiple revolving-and evolving- advocacy opportunities right in front of us. We need to be aware of advocacy opportunities when they are presented to us, so that we know to mobilize and move. We also need to know where to find the resources (e.g., people, information) we need to support our efforts, and CSI has many of these. CSI has helped me to reflect on how much significance there is in our action and inaction; what we do really does matter. It can make a difference in ways that we may not even be able to imagine. As a member of CSI, we are surrounded by people who value excellence in all that we do and they want to support us in our advocacy efforts.
—Dr. Victoria White Kress, 2012-2013 President

I was initiated into CSI 31 years ago and have been a continuous member since. I have been privileged to serve as a CFA at two different universities and to serve as President of Chi
Sigma Iota International. Since my presidency, I have been deeply grateful for the opportunities to speak at CSI initiations and, in fact, I type out these thoughts just before catching a flight to speak at an initiation ceremony, an opportunity that I always consider such a professional and personal blessing. A highlight of my professional life also has been serving as a mentor in recent years for the CSI Leadership Interns and Fellows (LFI) program. My years of service on the CSI Executive Committee afforded me so many memories, most happy and some bittersweet, such as the death of a dear friend. To summarize, CSI has contributed substantially in a myriad of ways to my professional life and has profoundly impacted the professional I am today.

—Dr. Craig Cashwell, 2014-2015 President

Beginning as a master’s student when I joined the Alpha chapter, CSI has been the heartbeat of my professional journey. Service in CSI has been interwoven across my career and has kept me grounded in my deep commitment to excellence in the profession of counseling and working diligently to evoke change through advocacy and leadership. Because of how profoundly my sense of professional identity was shaped by CSI leaders at the very beginning of my emergence as a counselor, my professional self is imbued with CSI’s mission and values.—Dr. Nicole Hill, 2018-2019 President
Mentoring, Advocacy, and Leadership
Dr. Bill Nemec, Alpha Upsilon Chapter
CSI President 1998-1999

CSI’s 35th Anniversary is an excellent time to look back...

...at the many and different ways that CSI leaders and its members have contributed to the counseling profession and provided leadership within the profession. In this article I will try to provide newer generations of CSI members an appreciation of the history of CSI, particularly as it relates to its role in developing new leaders for the counseling profession and the impact they can make as advocates for their clients and the profession.

When I first entered the counseling profession as a master’s degree student at Ohio University in 1966, I never envisioned how my career would develop over the next 38 years. After retiring in 2004 from a rewarding career as a counselor educator at The University of Akron, Malone University, and Kent State University I finally had time to reflect on the journey I had been on and what I had contributed to the profession. In sharing a few of the highlights of my career I hope to convey how outstanding mentors, CSI, and advocacy all helped me make a contribution in promoting, unifying, and advancing our profession.

My first mentor was Dr. Mel Witmer. In 1966, Dr. Witmer was my professor and advisor in one of the first counselor education programs in the country to educate elementary school counselors. His belief in the value of developmental guidance and providing counseling services to elementary-age children convinced me that the counseling profession was where I needed to be. After four years working as an elementary school counselor and a guidance consultant in the Ohio Department of Education, Dr. Witmer and I again crossed paths in Ohio’s quest to attain professional licensure for counselors.

Being part of the process to establish counselor licensure in Ohio was one of the most rewarding advocacy efforts I participated in during my career. I never would have become involved if it were not for the leadership, tenacity, and commitment of my first mentor, Dr. Witmer. In 1974, when most Ohio counselors and counselor educators were unaware or unconcerned about the need for counselor licensing, Mel was working with Ohio legislators to draft a licensing bill, paying out of his own pocket for many trips to the state capitol, and reporting his efforts to counselors and counseling groups at every opportunity. After nearly seven years and
three attempts at passing the bill, Dr. Witmer was able to solicit the help of the leadership of the Ohio Counseling Association, of which I was President. We appointed a core group of counseling professionals that worked from 1981-84 to pass the law on the fourth try and become the tenth state in 1984 to attain licensure for professional counselors. I was then appointed to the first licensure board in Ohio and played a primary role in writing the initial rules and regulations for the implementation of the law. Dr. Witmer’s dedication, mentorship, and leadership was a key factor in establishing the professional identity of counselors in Ohio. I am thankful for his encouragement to also take a leadership role in this process.

As a new counselor educator at The University of Akron in 1974, I never envisioned myself as a leader or an advocate. It was Dr. Jack Cochran, our program coordinator, who convinced me of the importance of taking an active role in our state associations for counseling and counselor education. Through this involvement, I began to see the critical importance of advocacy to our profession and pursued the presidency of the Ohio Counseling Association. It was during this period of time that the advocacy efforts of counselors in all settings—school, mental health, private practitioners, and counselor educators, worked together to achieve counselor licensure in 1984. I also learned the power of collaborating with others and teamwork. I could not have accomplished any of my advocacy efforts without the help of others.

With the encouragement and leadership of Dr. Tom Sweeney, our counselor education program at The University of Akron was fortunate to become one of the charter chapters of CSI in 1985. As envisioned by Dr. Sweeney, the Alpha Upsilon Chapter provided a vehicle for our students and faculty to more effectively interact with other students, alumni, and local professionals. Just as important, CSI provided our students with an opportunity to become involved in the profession and grow into leadership positions. I look back with pride on how many of our students came to value the importance of being involved in their profession and how they can make a difference through advocating for the profession.

Convinced of the impact CSI was having on the development of future leaders for the counseling profession, I decided to become involved at the national level. After serving as CSI Secretary from 1995-96, I was honored to serve as President of CSI in 1998. I was fortunate to be a part of the leadership team that established Counselor Advocacy as an integral part of CSI’s mission. In May and December of 1968, CSI hosted two national invitational conferences for leaders in the counseling profession with the purpose of developing a coordinated plan on professional advocacy. These conferences emphasized the importance of professional advocacy for the counseling profession and helped solidify CSI’s role in helping advance the profession through a variety of advocacy initiatives. The growth, expansion, and professionalization of
CSI’s Advocacy Initiative since 1998 is truly exemplary and has made a major contribution to the professionalization of counseling throughout the world. 

Looking back on a very meaningful and rewarding career, I would have to say that the advocacy effort that has brought me the most professional satisfaction was the role I was able to play in the passage and implementation of the Ohio counselor licensure law. Personally, the most rewarding part of my career was being a mentor to students. Each of us has a responsibility to move the profession forward. As a counselor educator I tried to involve our students directly with opportunities to get involved in advocacy activities.

Today, as I read the Exemplar and follow the legislative activities of the Ohio Counseling Association, it is rewarding to see the major positions of leadership and advocacy held by many of my past students. One of my previous students that I would like to highlight is Dr. Victoria Kress. She is an outstanding example on how mentoring, CSI, and advocacy all work together. In the mid-nineties as a student in my Professional Orientation class she immediately saw the need for establishing a strong counselor professional identity. Since those early days Dr. Kress has become nationally recognized for her leadership in advocacy. I especially admire the work she has done at the state level in Ohio in helping to train advocates to do the work in promoting the profession.

In closing, CSI members and leaders past and present can certainly be proud of 35 years of high level professionalism, creativity, and leadership it has provided in advancing the counseling profession. As a past president and life member it has been an honor and privilege to be involved. Keep up the great work!

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As counselors, we are wonderful at advocating for our clients, but we sometimes place advocacy for ourselves—for our profession—on the back burner. CSI has always understood that we cannot advocate for our clients if we do not have a healthy profession; in other words, client and professional advocacy are intertwined.

Supporting advocacy and growing advocates is at the heart of CSI’s mission and, over the past 35 years, CSI has delivered. As CSI celebrates its 35th anniversary, it is important we take note of the critically important role that CSI has, through its many advocacy initiatives, played in advancing the profession, and that we consider how we can continue to grow our profession. CSI has long recognized that advocacy is essential to the growth of our wonderful profession, and CSI has been strategic and focused in its efforts to support initiatives that grow our profession and support and train counselor advocates. No other counseling organization has, as a central part of its mission, a focus on professional advocacy.

When I was a graduate student, I recall being touched by CSI’s message of advocacy. By creating space for advocacy conversations, CSI instilled in me an understanding that each of us has a professional responsibility to be committed to doing whatever we can to advocate and ensure that our profession develops in a healthy, productive fashion. There are countless ways CSI has supported and continues to support advocacy initiatives, and I will highlight just a few here.

One of CSI’s most foundational advocacy initiatives was its sponsorship of the 1998 Counselor Advocacy and Leadership Conferences. These conferences were sponsored by CSI in an effort to bring together counseling stakeholders to further the advocacy agenda for the profession. It is interesting that these conferences were the first time in the history of our profession that all of the major counseling organizations were invited to the same table to discuss how to best move our profession forward. As a result of these conferences, strategic plans with specific goals were developed. While some short-term goals were reached, longer-term goals, including the development of a unified statement of counselor professional identity and a strategic plan for professional advocacy, are still in process.
The resulting report, CSI’s *Counselor Advocacy Leadership Conferences Report*, details six advocacy themes arrived at by representatives from the key counseling associations that participated in the conferences. These themes include a focus on: *marketplace recognition, inter-professional advocacy issues, intra-professional advocacy issues, counselor education/training, research, and wellness*. To this day, these themes are the profession’s guiding advocacy principles that are used to direct professional advocacy initiatives.

CSI has always understood that, in order for our profession to evolve, we must have standards. By requiring that CSI chapters are chartered in CACREP-accredited programs, CSI has helped to elevate our profession’s standards so that we are on increasingly equal footing with other professions. CSI also requires that Chapter Faculty Advisors hold a doctoral degree in counselor education, thus providing another opportunity to promote the growth of standards, consistency, and professional identity. Further, CSI has always required that its initiates have a degree in counseling, not a related field.

Another important way CSI has promoted advocacy is through its Leadership Fellows and Interns Program. This program, which has trained hundreds of emerging leaders in our profession, provides students with opportunities to become involved in CSI service and to grow as leaders and advocates. Through this program, students are exposed to a variety of activities which support them in moving forward and advocating for our profession.

CSI has tirelessly encouraged and supported the advocacy efforts of its chapters and members. The CSI website is bursting with advocacy resources. CSI chapters’ advocacy efforts are supported and nurtured through various CSI grants, and dedicated space on its website to showcase local, state, and national advocacy projects and contributions. As an example, on the CSI website advocacy leaders are showcased in the *Heroes and Heroines Interviews* and the *Professional Advocacy Agent Interviews*. CSI regularly adds leaders to these webpages, thus providing examples of advocacy in action. As another example, CSI offers Statewide/Regional Networking Grants that are often used to support conferences that focus on advocacy efforts. CSI also offers a number of opportunities for students and chapters to receive awards and recognition for their work as advocates and leaders.

By promoting and reinforcing advocacy initiatives, CSI punctuates advocacy as an important professional value. CSI, through its promotion of advocacy, challenges all of us to become the best advocates we can be. These advocacy supports are used by CSI members, especially by leaders at the chapter level, to guide their activities and chapter focus thus supporting the growth of advocates.

Over the course of my career, I have learned that, if we pay attention, we find that life places multiple revolving and evolving advocacy opportunities right in front of us. We need to be aware of advocacy opportunities when they are presented to us, so that we know to mobilize
and move. We also need to know where to find the resources (e.g., people, information) we need to support our efforts, and CSI has many of these.

On a personal note, CSI has helped me to reflect on how much significance there is in our action and inaction; what we do really does matter. Our advocacy efforts can make a difference in ways that we may not even be able to imagine. As a member of the CSI family, we are surrounded by people who value excellence and want to support us in our advocacy efforts. CSI has the resources to help. Will you accept the invitation to act on your passion?
Ten years ago, I had the honor of serving as the editor for the 25th-anniversary edition of _The Exemplar_ focused on Social Justice. In celebration of CSI’s 35th anniversary, I continue to be proud to be a member of a professional organization that promotes and celebrates multiculturalism and social justice as the heart of CSI. I can not reflect on CSI without remembering Dr. Jane Myers and the legacy she left behind. If you ever received an email from her, you know that her signature line included the quote by Mahatma Gandhi “Be the change that you wish to see in the world.” As much as CSI is about promoting and recognizing excellence in the profession of counseling, CSI has been and will continue to be about changing the world and supporting the ongoing development of the person, professional, and profession.

CSI international and members at the chapter level continue to address issues of multiculturalism and social justice. A quick review of the past few issues of _The Exemplar_ exemplifies our members’ dedication to contributing “to the realization of a healthy society by fostering wellness and human dignity” (vision of CSI). Here are the titles of some of the sessions that CSI leaders have presented at past ACA conferences and through webinars: “Mentorship in Multicultural Leadership,” “Becoming a Servant Leader: Collaborating to Nurture Change,” “A Call to Action: How Counselor Community Engagement (CCE) May Support Refugee Populations,” “Increasing and Improving Multicultural Competence Among Professional Counselors and Key Decision-Makers,” and “Social Justice and the Prison System: How Counselors Advocate in a Hostile Environment.” Featured articles in _The Exemplar_ also speak to how CSI members prioritize human dignity for all persons. _The Exemplar_ has published articles focused on working with immigrant students and families, conversion therapy, and diversifying the profession.

Additionally, chapters through trainings and direct community engagement are promoting multiculturalism and social justice. The Chi Epsilon Chapter sponsored a series of workshops focused on social justice and advocacy, members of this chapter participated in the Out of Darkness Walk and AIDS Walk Atlanta, as well as set up a scholarship fund to support students to attend the ASIST (Applied Suicide Intervention Skills Training) workshops. Following the devastation of Hurricane Harvey, members of the Upsilon Theta Chapter organized volunteers to support hurricane survivors. Sigma Alpha Chi Chapter has a focus on community engagement and social responsibility. Phi Sigma Chapter hosts a Professional Development
Academy (PDA), where they provide workshops for their members and local professionals. Recently, the Phi Sigma Chapter hosted a series of PDA workshops supporting veterans and their families. I know that there are many more chapters out there who are engaging in activities that support their community and promote multiculturalism and social justice. These sample activities provide evidence that multiculturalism and social justice have been and continue to be the heart of CSI.

In the past ten years, recognizing the importance of intersectionality of identities, the relationships between discrimination and mental health, impact of microaggressions, and other contextual factors, scholars have challenged the counseling profession to increase our attention to social justice matters in all aspects of counseling (Chang et al., 2010; Gnilka et al., 2018; Ratts, 2009), and the counseling profession has responded. We have seen increasing attention to and appreciation for addressing social justice issues in counseling as well as recognizing that to be multicultural competence, we must address social justice. It is heartwarming to bear witness to CSI’s activities and to know that CSI not only responded to the challenge but CSI is leading the way at the national and community levels.

As we look forward to the next 10-15 years and as CSI anticipates our 50th anniversary, I want to reprint and add to the personal challenge to work towards social justice that was included in the 25th anniversary edition:

1. Create a Multicultural Counseling and Social Justice Competence Professional Development Plan using the online assessment available at www.toporek.org
2. Celebrate your birthday (or your children’s birthdays) by searching a cause that is important to you and collect resources for the organization that supports that cause.
3. Consider gifting through programs like www.heifer.org and www.kiva.org
4. Review the advocacy competencies and mark the ones that you participate in and develop a plan of action for engaging in some of the other competencies.
5. Review the Multicultural and Social Justice Counseling Competencies and think about how privilege and oppression impact your personal and professional life.
Anniversaries present opportunities for reflection on growth...

...as well as articulation of hope for the future. Such was the case in 2010 as Chi Sigma Iota celebrated 25 years of service and began exploring what the next years might hold, including the possibility of developing a journal to promote and enhance professionalization of counseling. Before we explore how the *Journal of Counselor Leadership and Advocacy* (JCLA) began, it is important to understand what was happening in the counseling profession at that time. In 2009, California became the fiftieth state to pass a licensure law for master’s-level professional counselors. As I began service as CSI President-Elect in 2010, counseling leaders were still celebrating this milestone. As with many milestones, we knew this win was just one marker along a much larger, longer journey. We needed to celebrate the win without becoming complacent or losing focus on the road ahead.

In 2010, leaders from across 31 different professional counseling organizations, many of whom grew their leadership in Chi Sigma Iota, were deep into working toward what they called the “20/20 Vision for the Future of Counseling” – a set of seven principles to guide strategic planning for the year 2020 (see: 20/20 Vision). These principles included the importance of a shared professional identity, presentation as a unified profession, need to attend to the public perception of counseling, portability concerns, need for expanded research base, valuing of students as the future of the profession, and commitment to client advocacy and welfare as a “primary focus” of the counseling profession. Certainly, the counseling profession needed a strong research base to serve consumers well and support the quest for equitable marketplace recognition. In response to this reality, those around the CSI leadership table noticed a trend in which journal editors were focusing their limited space on “in the room” issues related to counseling practice and counselor preparation.

We did not doubt that this focus reflected the needs of practitioners who belonged to professional organizations to read these journals. We knew how important it was that counseling scholars develop research lines that established an evidence-base for practice and did so strategically. And we began discussing the possibility of a venue that would foster attention to leadership and advocacy in ways that promoted “out of the room” professional issues reflected in the 20/20 principles. We envisioned a journal venue to complement, rather than compete, with scholarship in other counseling journals. As the “what if” conversation continued, our conversations turned toward exploring whether such a journal was consistent with the mission,
vision, values, and organizational structure of CSI.

As a leadership team, we found ourselves returning to the conversation across time and place. We knew it was unconventional for an honor society committed to fostering students and new professionals to host a journal that was not strictly focused on student scholarship. We believed in the importance of being good stewards of membership dues. Still, we knew CSI was not just any honor society. We were an academic and professional honor society with deep ties throughout the counseling profession. In 2011, we established a Journal Planning Committee to explore the degree to which a journal could fit with CSI mission, vision, and strategic plan; aims and scope of journal; editorial leadership structure of the journal; and technical publication options. By 2012, the CSI Executive Council endorsed a proposal to move ahead with establishing the JCLA in partnership with a major publishing house. Later that year, I prepared materials to open the search for our first editor, presented them to the Executive Council, and found myself catching my breath as they proposed I take the next steps of realizing this vision by serving as Founding Editor of JCLA.

The months that followed were busy with technical preparations to support journal infrastructure. There was an editorial board to build from the ground up, and we wished to build it in true CSI fashion: with some of the greatest professional scholars and leaders working alongside promising new leaders. There were review forms, procedures, and standards to develop. There were technical systems to create and journal set-up decisions to make with our publisher. There was need for a long-term strategy for indexing and abstracting services so that the public would know and be able to find the critical work that was being published in JCLA.

In just two years, the possibility of a CSI journal had gone from a hypothetical pondering to an increasingly concrete reality. We set our sights on an early 2014 publication of Volume 1, Issue 1 with a goal of publishing 6-8 articles per issue and two issues per year. To make that happen, we could not wait for our publisher to open the electronic review system. Rather, we unveiled plans during CSI Days, publicized to chapters and programs, and waited for email submissions to arrive. Despite the time and care that went into developing JCLA, I still wondered whether we had misread or misunderstood the need and whether authors and readers would be interested in such a venue. Within one week, we received our first submission. By early 2013, we had received more than 80 full-length article submissions for our inaugural issue. We filled not only the first issue, but the first volume, with that inaugural call for papers. Clearly, counseling leaders and scholars saw JCLA as a home for their work to advance leadership and advocacy for the counseling profession and for those we serve.
As I look back at the earliest years of JCLA, I am struck by the unity and diversity of both authors and topics represented in the journal. Across time, established and emerging scholars published in JCLA. Similarly, we had a strong blend of conceptual, qualitative, and quantitative manuscripts. Leadership, professional advocacy, and client advocacy were represented in each issue with strong multicultural and social justice themes throughout. As JCLA grew, I was pleased to welcome Dr. Melissa Luke as Associate Editor and later as Editor of the journal. Under her careful leadership in collaboration with Associate Editor, Dr. Michael Brubaker, the quality of scholarship in JCLA has continued to grow and build in on itself in a way that moves our counseling profession closer to the 20/20 vision. This quality is reflected in the individual articles published and growing list of abstracts and indexing services carrying JCLA so that scholars within and outside the profession can access the work. It’s been 10 years since JCLA emerged on CSI’s horizon; I look forward to seeing the changes the next 10 years bring.

Wake Forest Zeta Chapter Initiation

54 CHI SIGMA IOTA EXEMPLAR
Chi Sigma Iota and I began our counseling lives somewhat concurrently. It was 1985 when Dr. Tom Sweeney, who I knew more by reputation than anything else, invited anyone who was interested in establishing a counseling honorary society to attend a meeting at the annual conference of the American Counseling Association (then the American Association for Counseling and Development) in New York City. I thought his idea was visionary and timely. Therefore, I showed up. I had been a counselor educator since 1981 and was concerned about the perception of the profession; I wanted to see it elevated and enhanced.

Dr. Sweeney was elegant and laid out a sound rationale for beginning the society. Other professions had such honor groups and there was no reason counseling should not also have an honor society. His words struck home and I signed up. Without realizing it, my counseling life was about to be transformed. I started a chapter of CSI and became its faculty advisor when I returned to the University of Alabama at Birmingham, where I was teaching. Our chapter was one of the first with the one-word Greek letter – Zeta. Before I knew it, Dr. Jane Myers, then president of CSI, had called me to be chair of the By-Laws Committee. Next, I was nominated for president-elect. I lost to Joe Kandor at SUNY-Brockport the first time I was nominated. The next year, though, I became the fourth president of CSI. It was not just an honor, but also a lot of hard work! The CSI motto, “Not just a line on your vita,” was right! There was a summer planning meeting in Greensboro, North Carolina to attend, along with various CSI meetings at ACA, correspondence, telephone calls, columns to write for the newsletter, and speaking engagements at other chapters. It was a full plate, on top of the full plate of my professorial duties of teaching and writing, and oh yes, my personal responsibilities of being a husband and the father of two young children under the age of four.

Somehow, it all worked without anyone being shortchanged. I have fond memories of helping to grow the seeds that Tom Sweeney planted. One of the early controversies was whether CSI was a society that promoted elitism or excellence. That debate was quickly addressed with excellence winning the day. After all, the society was promoting the highest standards in counseling and the newsletter was called The Exemplar.

I tried to emulate Tom Sweeney and Jane Myers in giving of myself to others in
counseling as often as possible. Once, Tom flew down in his plane from Greensboro to Birmingham (425 miles) to speak at a Zeta chapter induction. After I took a new job at Wake Forest University, Jane did the same when her car broke down and she flew from Greensboro to Winston-Salem (a total of 30 miles) to speak at the Pi Alpha chapter induction. Tom and Jane were role models of the highest caliber!

Now 35 years since its founding, CSI continues to stand out, having initiated over 130,000 members in more than 400 chapters worldwide. I have been privileged to speak at a number of CSI events encompassing much of the heartland and both coasts in the United States, as well as the Philippines. Each time I go to a chapter, I remind myself (and sometimes others) why I am a life member of CSI and how fortunate we all are to be a part of this global community of promoting the best in the profession. Before I was a counselor educator, I was a clinician working in a rural North Carolina mental health center. Life on the front lines of mental health, as I found then, was filled with challenges unknown to most professional helpers. It required staying alert, being resourceful, and keeping up-to-date with what the counseling profession was doing. As I teach and speak now, I remind those I am addressing (as well as myself) that some of the best sources anywhere for remaining current in counseling are those generated by CSI.

Many honor societies perpetuate themselves without giving back to individuals or communities. CSI is not one of those. From the website (https://www.csi-net.org/), one can quickly see the scope of the association and immerse oneself in the professional literature. The newsletter, The Exemplar, gives up-to-date information on chapter and national events and the CSI scholarly periodical, The Journal of Leadership & Advocacy, publishes evidence-based research. There are also free webinars on timely counseling topics such as wellness, an emphasis on professional advocacy, chapter and research grants, and a wide variety of other resources. CSI Days at ACA provides leadership training and comradery where those who serve CSI give back to new and experienced counselors in attendance.

In the Broadway production of Oliver, the song, Consider Yourself begins “Consider Yourself at Home, Consider Yourself One of the Family.” CSI does not have an official song but, if it did, these 10 words might sum up the feeling that comes from being a part of one of the finest and most influential of all professional mental health associations. No one knows the future, but if the next years of CSI are like the first 35, counseling and counselors will benefit greatly from being in the professional family of CSI. Tom Sweeney’s vision has become a life-giving force for exemplary counselors everywhere!
Servant leadership can be described as the philosophy in which an individual, group, or organization embodies a strengths-based, collaborative approach to ensure its membership’s highest priority needs are being met. A servant leader’s actions are motivated by an intrinsic, genuine desire to empower its membership to become healthier, wiser, more autonomous, thus highlighting their individual and collective ethical responsibility to benefit the larger public they serve (Herr, 2010; Sweeney, 2012). Professional counselors are, through the very nature of their training, leaders (Fulton and Shannonhouse, 2014), and are in a unique position to promote wellness by integrating holistic wellness initiatives and practices in and outside of their organizations. More specifically, professional counselors can utilize the Principles and Practices of Leadership Excellence (PPLE; CSI Academy of Leaders, 1999), developed by Chi Sigma Iota’s (CSI) Academy of Leaders for Excellence, as a framework to enact wellness in their clients and respective communities. With its emerging empirical support (McKibben et al., 2017; Wahesh & Myers, 2014), the PPLE provide a strong foundation for the leadership development of the counseling profession and cultivating the wellness of those they seek to serve (Peters et al., 2018).

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) accredited programs provide students with an educational foundation to recognize their responsibility as ethical, responsible counselors and to respond to systems of oppression that have a detrimental impact on the development and wellness of society (CACREP, 2015; CACREP Annual Report, 2018). Similarly, CSI’s embodiment of the PPLEs and its inherent connection to wellness are evidenced through the ongoing programs and initiatives (CSI, n.d.) that have been orchestrated since the society’s inception more than 30 years ago, such as the chapter development and statewide-regional networking grants (Principle #6: Preservation of Resources; Principle; #7: Respect for Membership) and international awards program (Principle #9: Recognition of Others). This past year, our chapter secured a chapter development grant which has supported the development and success of our mentorship program. Now with more than 30 members (e.g., masters and doctoral students,
practitioners) enrolled in the mentorship program, we most recently sponsored a high ropes course event to cultivate our members’ wellness and strengthen mentor/mentee relationships. Given the level of devotion of our members’ time and talents in service to the mission of CSI, we are nominating multiple members for the international awards programs. These initiatives are reflective of CSI’s mission to promote scholarship, professionalism, wellness, leadership and excellence in counseling.

As the counseling field continues to evolve and further enhance its standards, both CACREP-accredited programs and CSI chapters should evaluate and expand upon how wellness is promoted through servant leadership. For instance, counseling preparatory programs may consider assessing how leadership is infused in (e.g., a formal course in leadership that teaches leadership theory and ethics, and effective leadership behavior) and outside of the curriculum (e.g., partnering with their affiliated CSI chapter to co-coordinate events and cultivate student engagement). Similarly, CSI chapters may consider aligning their efforts with their counseling program’s needs and areas of growth, and intentionally make decisions that seek to cultivate members’ engagement and wellness.

While CSI and CACREP are collaborating with other institutions and working diligently to promote advocacy and wellness, it is essential as part of our counselor identity that each of us also incorporate these principles into our work with our students, clients, colleagues, and our community. As an emerging counselor educator, servant leadership and wellness are central to my professional identity and practice. In our CSI chapter, where I currently serve as president-elect, the PPLEs are infused in our efforts in varying capacities including: informed decision making via needs assessments (Principle #7: Respect for membership) and considering available resources such as applying for a university-based grant to support our mentorship program and co-coordinating our annual reception celebrating the beginning of the academic year (Principle #4: Vision of the Future; Principle #6: Preservation of Resources); building on the work of others by means of maintaining a google drive of resources, and continuing our mentorship program, annual Halloween celebration, and other social events (Principle #3: Preservation of History; Principle #8: Mentoring, Encouragement, and Empowerment); developing an annual chapter vision and aligning our efforts with the program and CSI international, such as co-coordinating a crisis intervention event and applying for CSI’s speaker assistance program (Principle #2: Commitment to Mission;
Principle #6: Preservation of Resources); recognizing students and faculty excellence by highlighting research and presentation publications via our chapter newsletter (Principle #9: Recognition of Others); and engaging in content- and process- oriented discussions to better serve our constituents (Principle #1: Philosophy of Leadership; Principle #10: Feedback and Self-Reflection). Furthermore, I believe engaging in these practices reflects our chapter and program’s values of recognizing the importance of connections, meeting the needs of our membership, and modeling and teaching leadership and counseling skills. I also believe these values have been conducive to promoting a strengths-enhancing, wellness-oriented environment that contributes to the development of servant leaders, which are considered critical to promote wellness in schools, agencies, and communities (Fulton and Shannonhouse, 2014).

It is crucial that we, as counselors, maintain our own wellness and engage in self-care practices which models healthy functioning to our clients and fellow colleagues. The ACA Code of Ethics (2014) states, “counselors engage in self-care activities to maintain and promote their own emotional, physical, mental, and spiritual well-being to best meet their professional responsibilities” (p. 8). As suggested by Witmer and Young (1996), well counselors are more likely to produce well clients, and by enacting PPLEs in our respective organizations, we have the ability to generate healthy growth and contribute to the overall well-being of our communities. This aligns with the counseling literature which consistently emphasizes the importance of wellness, self-care, and relational support and its influence on maintaining sustainable and effective leadership practices (Meany-Walen et al., 2013). Furthermore, infusing wellness principles into our practice (i.e., counseling, leadership, and supervision) and our personal lives sends a clear message to those around us that wellness is a journey, and that we all must strive to find balance between life tasks and living more fully within our natural community (Myers, Sweeney, & Witmer, 2000).
Roots of Wellness
James Rujimora, Beta Chapter

Entry-Level Student Award Recipient

I am at the midpoint of my CACREP-accredited counselor education program. Behind me are the last of my core classes, and in front of me, my practicum and internship experiences. Throughout my program I have heard: meet people where they’re at; get on a person’s level; and meet the need of the person. These are iterations of servant leadership, where the aim is to serve and meet the needs of others (Russell & Stone, 2002). By incorporating the ten tenets of servant leadership, counselors and counselors-in-training can serve as the catalyst for change in the promotion and encouragement of wellness.

Jack Welch, former CEO and Chairman of General Electric, said, “Before you are a leader, success is all about growing yourself.” Regarding promoting wellness for our clients, we must be servants to ourselves before we can ever lead them to the goal of wellness. We are so used to putting others’ needs before our own. Throughout my program, there has been a constant theme of health and wellness. For example, eating well, exercising, and connecting with peers, colleagues, friends, and family. We know how to take care of ourselves, but are we taking care of ourselves? The real challenge lies in balancing our own needs with those of our clients. Once our wellness is taken care of, then we can start to promote wellness in our clients.

Servant leadership “begins with the natural feeling that one wants to serve, to serve first” (Greenleaf, 2002, p. 27). Servant leadership and counseling are not mutually exclusive concepts. Several of the tenets of servant leadership align with the work counselors do; such as: listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, commitment to growth of people, and building community (Spears, 2005). Therefore, in the spirit of servant leadership, which is more of a philosophy of life, rather than a theory of leadership (Beazley, 2003), Kouzes and Posner (2003) posit five ways we can implement this philosophy of life. The integration of servant leadership tenets with the five practices of exemplary leadership (Kouzes & Posner, 2003) can lead the way for counselors and counselor educators alike to motivate, guide, and provide hope to individuals (Greenleaf & Spears, 2002). As counselors, we can apply the tenets of servant leadership with our own skill sets to aid in the modeling and promotion of wellness.

Counselors can model the way, which entails finding a person’s “voice and setting an example” (Kouzes & Posner, 2003, p. 1). Giving voice to a client is a gift and can be done by applying the servant leadership tenets of listening, empathy, and awareness. When we listen to
our clients, we identify what is most important to our clients. Then we can empathize with them by accepting our clients for who they are and how they present to us. Moreover, as a counselor, we raise our client’s awareness to their self-care needs, because we put them first. As Jack Welch said, “When you become a leader, success is all about growing others” and counselors can grow others by ethically and competently modeling the way (Sweeney, 2012).

Counselors can inspire a shared vision, which calls for the envisioning of the future and enlisting others toward a common vision (Kouzes & Posner, 2003). Servant leaders provide vision (Farling, Stone, & Winston, 1999) and stewardship (Spears, 2005). Together we can empower our clients to take on their own challenges related to wellness. As counselors, we make commitments to our clients to serve their needs - their vision for themselves. Additionally, counselors can challenge the process (Kouzes & Posner, 2003). Counselors create opportunities where clients can take healthy risks. The servant leadership tenet of awareness resonates with this idea of challenging the process. Counselors raise client awareness of areas for growth and obstacles. We make a commitment to help people be whole again (Spears, 2005) by refocusing challenges and obstacles.

Counselors can enable others to act (Kouze & Posner, 2003), which means, “fostering collaboration and strengthening others” (p. 5). Servant leaders earn trust from their followers and then can influence others (Farling et al., 1999) through persuasion (i.e., consensus building), a commitment to growth, and building community (Spears, 2005). Counselors foster collaboration with their clients so that they can work together toward client wellness. And finally, counselors can encourage the heart, which is “recognizing contributions and celebrating values and victories” (Kouzes & Posner, 2003, p. 6). With the risks and challenges that come with personal wellness, it would be remiss of counselors to not celebrate the milestones, both big and small. This leads to true healing, where we see the potential of one’s growth and combine it with the intrinsic value each human possesses.

CSI chapters and CACREP-accredited counselor education programs act as stewards of servant leadership. Stewardship is a tenet of servant leadership (Spears, 2005) where we make a commitment to serve the needs of others through openness and building consensus through building community. When we serve the needs of others, we face several challenges, one of which is burnout. The high level of involvement with future clients has the potential to lead to burnout (Lim, Kim, Kim, Yang, & Lee, 2010), which affects nearly 67% of mental health professionals (Morse, Salyers, Rollins, Monroe-DeVita, & Pfahler, 2012). Unfortunately, we sometimes sacrifice our own wellness when servicing clients (Sangganjanavanich & Balkin, 2013).
Thus, my CSI chapter and CACREP-accredited counselor education program have highlighted ways to prepare and overcome this obstacle. They have challenged what self-care looks like through critical reflection and class discussions. They have also provided a safe arena to practice and implement techniques that will alleviate the consequences of burnout. These lessons extend to beyond chapters and programs. We act as liaisons of wellness to businesses, community organizations, and other organization partners. Think of chapters and counselor education programs as trees. The members serve as roots. They not only plant and cultivate roots of wellness within a local community, but the roots branch out to other far-flung communities as well. And the result is a forest of wellness.
Professional Advocacy Agent: Ana Guadalupe Reyes
Interviewed by Dr. Isabel Farrell, Leadership & Professional Advocacy Committee Member, Pi Alpha Chapter

Ana Guadalupe Reyes, M.S., LPC, NCC, is a doctoral candidate at University of North Texas and past president of the Rho Kappa Chapter. This article highlights Ana’s work in professional and social justice advocacy, the catalysts behind their work, their past and current advocacy efforts, and lessons they have learned as an advocate.

Ana identifies as an advocate and activist and was inspired both by their parents’ activism and by living in diverse and pro-advocacy communities. Ana’s advocacy work started at age 12 when they participated in rallies and volunteered in grassroots organizations with their mother. As an undergraduate student at Tiffin University, Ana joined GLASS (Gay Lesbian and Straight Supporter), a student organization. Noticing GLASS’ campus involvement was low, Ana took charge to revitalize the organization’s presence on campus and supported students who were looking for a place to belong. As a member of GLASS and co-founder of VOICE (Voicing Our Insight Creating Empowerment), Ana organized educational sessions, fundraisers, and rallies against human trafficking.

While completing their undergraduate degree, Ana developed a passion for counseling and dedicated their masters’ practicum and internship experience at Marymount University to serve underrepresented populations. During their masters’ experience, Ana noticed that advocacy action among their peers was lacking. They wondered if the lack of training on advocacy caused the limited peer involvement. Thus, Ana moved to Texas to complete a doctoral degree in counselor education and supervision at the University of North Texas with the hope they can train future generations of counselors who also identify as advocates and activists.

While in Texas, Ana saw an opportunity to become involved in Movimiento Cosecha, a grassroots movement fighting for the permanent protection, dignity, and respect for all immigrants. Within this movement, Ana assists in the facilitation of Educate the Educator workshops. They teach community members and school employees about mental health considerations for immigrant children and their families. Ana also helps immigrant families with preparedness planning in case of a family member’s detention and/or deportation. As
president of the Rho Kappa chapter, Ana collaborated with UNT’s Counselors for Social Justice to organize Advocacy Days in conjunction with the Texas Counseling Association. During the Advocacy Days, students met with their state representatives and discussed issues that impact the community and counseling profession. Ana disclosed that perhaps their biggest current advocacy project is their dissertation, a participatory action research project aimed to understand how queer womxn of color experience microaggressions as counseling clients.

As Ana discussed their dedicated work to community empowerment and safety for marginalized populations, they identified willingness to learn, adapt, and take risks as assets for success. They also highlighted the importance of collaboration and partnerships with other organizations, community, counselors, and other disciplines. Programs and counseling organizations must provide opportunities for advocacy action and space where counselors can share advocacy opportunities. Ana suggested that for those interested in advocacy work, they could pick one or two issues that they are passionate about and dedicate one or two hours a week towards focused advocacy action.

As their final thoughts, Ana shared, “I believe as counselors, it is our duty to really reflect on what is our responsibility and what is our duty with capital [D].” Ana added that counselors should contemplate about what kind of impact they wish to make in their communities stating that advocacy requires self-awareness, continued education, and constant growth, it is a personal journey and choice.

Nu Chapter
Initiation
Wellness Counseling and Research: Recollections and Role in Drafting CSI’s Position Statement
Dr. Thomas J. Sweeney, Alpha Chapter

Anyone who has an interest in the topic of wellness counseling knows that Dr. Jane E. Myers was our torchbearer for over two and a half decades. Her scholarly writing and research speak for themselves. Had life’s peculiar twist of fate not intervened, she would be writing this response with my assistance. A very aggressive cancer struck her down in 2014. Suddenly, what we had been working on together, solely came upon me. Earlier, we had discussed how we could pass the torch of leadership. We knew that we could only articulate a vision and then hope it inspired others to carry on. Little did we know how soon this would be necessary.

We had created a website for other researchers to find our work and to add theirs for others to find. The first was university-based and Jane had added pictures, references, our articles, and active links to published articles. She actively corresponded with wellness researchers (and aspiring researchers!) from all over this country and abroad. She helped with the translation of the wellness instruments into over a dozen languages. She had an agreement with many who contacted her to score their instruments and prepare their data sets for analyses if we could keep the data for our databases. She did this for a nominal fee to cover expenses and she frequently did this pro bono.

One day, without foreknowledge, we found out that her university IT department had deleted all faculty websites. The databases were separate, but all that was on the website was erased never to be seen again! We were upset, but what was done was done. What could be restored from our computers went into a new commercially-hosted website. It was figuratively speaking, “vanilla” compared to the other.

Jumping forward to 2015, I began responding to inquiries that previously went to Jane. I am no Jane Myers, and it was time to pass the torch! I approached the CSI Executive Council about taking over the website, such as it was to give researchers a place to interact. Then CSI President, Dr. Spencer Niles, commissioned a task force to explore possibilities, under the leadership of Dr. Michael Brubaker. I was not prepared for what came out in the first two conference calls. I deliberately listened rather than participated. After listening, I drafted a five-year plan based upon their ideas, hopes, and vision I heard in the discussions. They dreamed far beyond a website but it, too, was enthusiastically embraced.

Under Dr. Brubaker’s leadership as CSI President, the Executive Council established the task force as the permanent CSI Wellness
Counseling Practice and Research Committee in 2017. Since then, each of the committee members has contributed substantially to our efforts. The website has been updated regularly, new material and pages added, and more recently it has been made available to any researchers or practitioners interested in wellness research and practice. Competencies are being developed for future use in counselor preparation. One member created a research team to conduct analyses of research from over 100 studies down to 59 meeting stringent criterion. Their article was published in the JCD (Shannonhouse, Erford, Gibson, O’Hara, & Fullen, 2020). In addition, webinars are being conducted for members, and outreach to other organizations is ongoing. In short, wellness in counseling is alive and well in CSI!

Question: Is that enough? Answer: By no means!

This brings us to what is now the CSI vision for the profession and counselor identity. We have historically been a developmental, life span, holistically-based profession. Wellness as a concept is centuries old. We now see other occupations, insurance companies, businesses, entrepreneurs, and government leaders all advocating wellness in one form or another. Professional counselors have much to bring to the leadership and activities of education, health care, business and other settings where counselors do work or should be working. Our profession needs to solidify and sharpen its identity as advocates for and expert practitioners of wellness and wellness counseling.

In short, it is time to build upon our years of research, our developmental, holistic, wellness-based philosophy, practices, and competencies that span settings, age groups, and developmental needs. The Wellness Counseling Practice and Research Committee Chair, Dr. Brubaker, led the effort on behalf of the committee to draft and submit an article addressing the need for professional counselors to identify with our wellness history, research and practices. When I read the first draft, I was moved to propose a position statement for the committee to share with the Executive Council. In it, we identify five propositions that outline the basis for CSI to become an advocate for counselor identity associated with wellness and wellness counseling. The Wellness Position Paper was adopted by the CSI Executive Council in December of 2019.

How can we do that most effectively? We think by “giving it away!” Every other organization in counseling is essential to success. CSI members are leaders and members of every other counseling association. Our goal is to encourage, inspire and support membership, credentialing, and accreditation organizations as well as counselor education programs to share in this
vision and advocacy. The position statement of CSI provides direction and the article provides the foundation for why and how we can do so as a profession. We want to include every other organization that can to “own” this vision and, yes, share credit for helping it become a reality!

The CSI Wellness Counseling Practice and Research Committee, with the support of the Executive Council, has the vision and will to move us forward as an organization. Ultimately, with the substantial help of others as with professional credentialing and accreditation in the not too distant past, we as a profession will be closely identified as wellness experts and advocates who have “… a strong professional identity through members who contribute to the realization of a healthy society by fostering wellness and human dignity.” (CSI Strategic Plan, Vision Statement, 2013).
Chi Sigma Iota Wellness Position Paper
Wellness Counseling Identity:
A Defining Characteristic of Professional Counselors

Introduction

The Chi Sigma Iota Counseling Academic and Professional Honor Society International (CSI) Executive Council formally approves the Wellness Counseling Practice and Research Committee proposal for the Society to adopt a position of leadership and advocacy for wellness to be recognized, promoted and practiced as a defining attribute of professional counselor identity. The long-term goal of the adoption of this formal position is to secure counselor identity with wellness practice and research. This position is predicated on decades of recognition that wellness is a defining philosophical orientation of professional counselors, as well as research and professional activity associated with both wellness counseling and counselor identity. However, the broad recognition of wellness as a defining characteristic of professional counseling and the value of wellness in counseling clinical practice and research are being lost in the absence of a deliberate, articulated plan and advocates for wellness counseling by counselors per se. We believe that CSI has unique capabilities and assets within its membership, chapters and professional contacts through which it can assert its leadership to advocate effectively. The following propositions provide the historical and philosophical basis for this position.

Basis for Counseling Wellness Identity Position Proposal

Proposition #1: Three and a half decades ago, CSI, the counseling profession’s honor society was established to provide all counselors serving individuals, couples, families, and groups a clear professional identity. From its inception, its Bylaws, mission, vision, and strategic plans have remained true to this purpose. Unlike most membership organizations, once a member of CSI, always a member. Those who are invited to membership pledge: “…to publicly declare your commitment to striving for high standards of scholarship and clinical practice.” Over 130,000 initiated members are now or have been serving in various capacities and settings in the United States and abroad. Every specialty in counseling is represented in the Society’s membership. Chi Sigma Iota has an earned reputation as a mentor of leaders and advocates for professional counselors and those that they serve.
Proposition #2: There were clear historical connections between the origins of professional counseling as a life span, developmental, holistically focused practice long before it earned “professional” status in the United States. Wellness counseling per se spans more than four decades (Myers & Sweeney, 2005). Desire for improving the quality of life and longevity of all persons evolved throughout the twentieth century. Social justice advocacy sharpened the focus on the need to ensure that all persons may have access to the education, health care, housing and resources of an equalitarian society. It follows that the counseling profession and our Society will continue evolving. Wellness interventions can be an essential part of optimizing the quality of life for all citizens. Professional counselors should help lead in this evolution.

Proposition #3: Wellness as an essential practice for professional counseling has institutional roots as well. Thirty years ago (1989) and under the leadership of Dr. Jane E. Myers, President of the American Association for Counseling and Development (currently the American Counseling Association), the Governing Council unanimously passed the following resolution:

The Counseling Profession as Advocates for Optimum Health and Wellness

THEREFORE BE IT RESOLVED that Governing Council of AACD (ACA) declare a position for the profession as advocates for policies and programs in all segments of our society which promote and support optimum health and wellness, and

BE IT FURTHER RESOLVED that AACD (ACA) supports the counseling and development professions’ position as an advocate toward a goal of optimum health and wellness within our society.

Note: Adopted by the Governing Council of the American Association for Counseling and Development (AACD), now the American Counseling Association (ACA), July 13, 1989.

More recently, as leaders in the profession have sought to define the practice of counseling, wellness emerged as an essential pillar of our work (Kaplan & Gladding, 2011; Kaplan, Tarvydas, & Gladding, 2014). In fact, the key representatives from 30 counseling organizations contributing to the Delphi process to create this definition selected the words “wellness” and “empower” as the most commonly found terms across all first-round definitions, and thus essential to the final version (Kaplan et al., 2014).
Evidence of CSI’s influence on wellness as a key indicator of professional counselor identity may be observed through the leadership of one CSI Chapter Faculty Advisor as well as by the aforementioned coalition effort resulting in the 2018 Strategic Plan Vision statement of the American Association of State Counseling Boards (AASCB):

“As the national organization for counseling regulatory matters, AASCB strives to achieve a world where the counseling profession is recognized as a central change agent for mental health and wellness, enabling all people to achieve wellness and reach their full potential.”

In fact, AASCB leaders invited CSI representatives to address its members in a plenary session that emphasized our mutual commitment to wellness counseling. This included sharing CSI’s mission to “… promote a strong professional identity through members who contribute to the realization of a healthy society by fostering wellness and human dignity.”

It is notable that the 2018 CSI Executive Council acted to transition the Society’s Wellness Task Force into the permanent Wellness Counseling Practice and Research Committee. This committee has been responding to the Executive Council’s charge to address: “What has been missing, … a cohesive, deliberate initiative to promote systematic, scholarly research, training, competency development or practitioner resources.”

**Proposition #4:** Despite declarations of support throughout the profession, wellness counseling remains largely absent and underdeveloped in our preparation standards, research, training and clinical practices (Brubaker, personal correspondence, March, 2019). As a consequence, wellness counseling as a defining characteristic of professional counselors is given only lip service, i.e., mentioned in passing.

For example, an examination of the 2014 ACA Code of Ethics shows that wellness is minimally addressed, most often using the term well-being, which is not an equal term as it commonly denotes life satisfaction (Cooke, Melchert, & Connor, 2016) rather than the holistic, mind-body-spirit conceptualization of self, suggested by the term wellness. The 2016 Council for Accreditation of Counseling and Related Educational Program (CACREP) Standards uses “wellness” as the preferred term, but it is also scantly found within the standards. In fact, it is noted only once in the eight common core areas of Professional Counseling Identity (Section 2) and only twice in the specialty standards (Section 5). Wellness counseling is not identified in either of these primary counseling standards of practice.
**Proposition #5:** CSI is uniquely positioned to provide leadership and advocacy for wellness counseling practice and research. For example, as it has done so in the past, it can collaborate and participate with the organizations (e.g., ACA, ACES, AADA), universities and agencies that are stewards of our educational standards (CACREP, CORE), preparation programs, and credentials (NBCC, AASCB). With almost 300 active CSI chapters, hundreds of counselor educator members, thousands of new aspiring counseling student members who are initiated yearly, and its practitioner members, CSI is uniquely positioned to support leadership, mentoring and advocacy for wellness counseling.

CSI already has affirmed its position that wellness counseling is a defining characteristic of professional counselors. What the committee proposes is a position statement of intentionality with respect to leadership and advocacy such as the following:

“Chi Sigma Iota adopts a position of leadership and advocacy within the profession for promoting professional counselor identity with wellness counseling in keeping with our Mission, Vision and Strategic Plan.”

Following the adopt of this position statement, CSI, especially via the work of the Wellness Counseling Practice and Research Committee, will continue its present work with a mind toward creating a cadre of interested members knowledgeable in areas related to codifying wellness counseling identity, practice and research. Much like all other important professional initiative such as credentialing, accreditation, etc. this will require patience and a long-term view. This is proverbially not a commitment to a foot race dash but to a long-distance run.

*Endorsed by the CSI Wellness Counseling Practice and Research Committee on November 1, 2019; Adopted by the CSI Executive Council on December 17, 2019.*
The 2019 CSI Strategic Visioning Process
Dr. Nicole R. Hill, Upsilon Chapter

In preparation for our 35th Anniversary,…

…the 2018-2019 Chi Sigma Iota Executive Council (EC) initiated a strategic visioning process to ensure future generations of CSI leaders and members have the same privilege of experiencing a strong, vibrant Chi Sigma Iota. In my role as President, I invited a small group of past Presidents and leaders of CSI to contribute their talents, expertise, and vision by serving on the Strategic Visioning Task Force (SVTF). The intent of SVTF was to engage in visioning and strategic discussions about the future of CSI and how we could continue to move ambitiously forward in serving our members and grounding ourselves in our mission. CSI is such a mission-driven and unique professional association, so we wanted our strategic process to be informed by leaders who are longstanding members of CSI, dedicated to the mission of CSI, steeped in our rich history, and invested in our future.

The Strategic Visioning Task Force: Purpose and Process

In June 2019, the EC welcomed members of the SVTF, who engaged in two days of strategic visioning prior to the start of the EC Summer Business Meeting. Members of our SVTF included Drs. Casey Barrio-Minton (2011-12 CSI President), Carol Bobby (1992-93 CSI President, Retired CACREP President & CEO), Michael Brubaker (2016-17 CSI President), Craig Cashwell (2014-15 CSI President), Catharina Chang (2009-2010 CSI President, Chaired 2013 (last) CSI Strategic Planning Process), Courtland Lee (1995-96 CSI President), Victoria Kress (2012-13 CSI President), Tom Sweeney (CSI Founder, Executive Director Emeritus, 1985-87 CSI President), Amanda LaGuardia (1999-20 CSI President), Nicole Hill (2018-19 CSI President – Strategic Visioning Task Force Chair), Holly Hartwig Moorhead (CSI Executive Director and CEO), and Stephen Kennedy (CSI Chief Operating Officer).

Our collective purpose across our two days of strategic visioning was to galvanize CSI leaders to generate a strategic vision for the future of CSI that would provide a framework for the EC and position CSI to embark on a Strategic Planning Process that is grounded in mission, historical commitments, and future opportunities. Our work was guided by reflection, discussion, and action generation around four primary domains: Imagining our Future, Mapping Our Assets, Environmental Mapping, Exploring Unrealized Opportunities, and Examining Operational Deliberations.

In the domain of Imagining Our Future, SVTF explored questions that framed our growth and anticipated the changes across the next ten years. Guiding questions for this reflection and discussion were:
•What will CSI look like in 2030? Who will
our members be in 2030?
• What will chapter and member needs be in 2030?
• What will be our greatest challenges in the next 10 years?

SVTF members then spent time discussing and creating maps of our strengths as an association during the Asset Mapping phase. An emphasis on core values, ways in which CSI differentiates itself in our profession, and the strength of our historical legacy guided our discussion of our assets. In addition to examining our association’s strengths, we also engaged in an environmental landscape scan by doing Environmental Mapping. Critical questions that informed our reflective discussions were:
• What trends in counselor education and higher education may impact CSI and our future enactment of our mission?
• What current events and factors are affecting and could affect CSI’s ability to execute its mission?
• How is technology currently influencing chapters, CSI member needs and expectations, and CSI’s resources? How will technology influence chapters, CSI member needs, and resources in the future?
• How will leadership transitions within the counseling profession impact CSI in the next 10 years?

As we considered our signature strengths as an association and contextualized CSI in the environmental scan, we focused on Unrealized Opportunities that are related to our mission and provided ways for CSI to have a substantial impact on the overall counseling profession in the next ten years. As we brainstormed opportunities, we focused on leveraging our commitment to servant leadership to serve our evolving profession. The final domain that we tackled as a SVTF was to explore operational needs and resource allocations. Questions that we tackled included how to diversify our resource generation, increase opportunities for long-standing members to invest in the future of CSI, the appropriate level of staffing, and what policies need to evolve or be added.

**Strategic Visioning Themes**

At the culmination of the strategic visioning process, the Task Force focused on the domains and critical issues that should anchor the EC and its decision making in the coming years. We worked to encompass the most essential strengths of CSI and how to amplify those for our future members and our ongoing enactment of excellence in counseling. Figure 1 captures six of the essential themes that emerged from the strategic visioning process. The Strategic Visioning Task Force defined CSI as the profession’s standard bearer of excellence due to our strong advocacy for professional identity, our high level of community engagement and service, and our role in providing professional purpose and belonging.
for our CSI members. CSI as the standard bearer of excellence is strengthened by the foundation of commitment, continuity, and professional boundaries which are critical actions we have consistently enacted for 35 years. The SVTF celebrated the unique chapter structure of CSI which allows our association to engage with counselors at the earliest stages of counselor development. The relationship between our chapters and our CSI international leadership and staff optimizes our ability to engage in advocacy, support the growth and development of our members and profession through resource allocation (e.g. – rebates, grants), create strong bonds of belonging and professional esteem, and actively foster the leadership development of our members, chapter leaders, Chapter Faculty Advisors, and committee leaders through webinars and trainings.

Additionally, the SVTF affirmed CSI’s deep commitment to wellness as a cornerstone of our mission, guiding value, and framework for engaging in research work across the profession. Members of the SVTF recognized that CSI has provided an important role in preserving the history of the counseling profession and is positioned to continue to play such a role as the profession evolves and longstanding leaders transition into other roles. Leadership development and nurturing the leadership pipeline was another theme that was identified as an essential strength that CSI embodies. Through our Principles and Practices of Leadership Excellence (PPLE; CSI Academy of Leaders, 1999), mentoring initiatives, dedication to servant leadership, and robust professional networks, CSI is actively fostering the development of the next generation of leaders. Our final theme as identified by the SVTF is CSI’s commitment to professional stewardship. Professional stewardship is achieved through our fidelity to our values, our intentional and mission-driven management of our resources, our establishment of a committee structure and processes that support the critical work of the association, and our investment in our professional staff.

The six themes identified through the strategic visioning process serve as a foundation for CSI’s next Strategic Planning cycle which is launching in concert with our 35th Anniversary. As we celebrate our 35th Anniversary, I am confident that CSI will continue to thrive into the future as our profession and world rapidly change. My experience with the strategic visioning affirms that CSI will continue to be the standard bearer of excellence for the counseling profession and be successful in enacting its mission through servant leadership.
Graphic by J. Kline
Given the extraordinary circumstances related to COVID-19 and the American Counseling Association’s necessary decision to cancel the 2020 ACA Conference & Expo, the CSI’s Executive Council has moved our events previously planned to take place during the ACA Conference & Expo to online platforms and other venues. Although we will miss being able to celebrate CSI 35th anniversary face-to-face at ACA, we think offering our events online allows us to stay connected with each other and to offer support to our chapter leaders during this difficult time.

The tradition to organize CSI events at ACA annual conferences is a symbol of the strong partnership that ACA and CSI have formed throughout the last three decades. These events are an essential part of who we are as an organization and provide an excellent opportunity to reunite CSI members from across the globe to promote excellence in the Counseling profession. While this year we will not be able to celebrate these events at ACA, the CSI’s Executive Council continues to be proud of our partnership with ACA and looks forward to continuing our tradition during ACA’s 2021 Conference & Expo in Orlando, Florida.

A brief overview of the changes to CSI Days events is provided below. You can also find information on the CSI Days 2020 page of the CSI website, as well as CSI’s Response to COVID-19. As originally planned, on Thursday April 16, we will offer CSI events that are open to our members. On April 16, we will host online the CSI Delegate Business Meeting followed by the Awards Ceremony. Other events originally planned for ACA 2020 will be delivered throughout the Fall 2020 and Spring 2021.

**Chapter Faculty Advisors Training**

The extraordinary work that our Chapter Faculty Advisors do at the local level is what drives the integration of CSI values throughout our profession. It would be impossible to celebrate 35 years of success without the level of care and dedication that CFAs give to their chapters. Thus, our CFA training session originally scheduled during ACA 2020 will be offered at select regional ACES conferences this fall and offered as part of CSI’s webinar series. The goal of this training will continue to focus on providing CFAs with important information on keeping chapters active, conducting initiation ceremonies, and promoting membership among students and alumni. CFAs will have an opportunity to ask questions and network with other CFAs.

**Delegate Business Meeting**

The online Delegate Business Meeting is scheduled for Thursday, April 16 from 1:00 to 2:00 PM EST. Following the tradition throughout the last three decades, this meeting provides an opportunity for the Executive Council and CSI International Headquarters...
to provide CSI members with updates on current initiatives and opportunities. It is important to remember that a delegate from each chapter must attend the Delegate Business Meeting once every three years to maintain chapters active and to be eligible to earn a chapter rebate.

All CSI members can register to attend the 2020 CSI Annual Delegate Business Meeting at www.csi-net.org/event/Business_Meeting_2020. If you previously registered for the event in San Diego, you are still registered and do not need to sign up again. Anyone may attend the online CSI Annual Delegate Business Meeting; however, all attendees (i.e., chapter delegates and other attendees) must pre-register to attend. Once registered, registrants will receive an email with log-in information to access the online 2020 CSI Annual Delegate Business Meeting.

Chapter delegates must join the CSI Annual Delegate Business Meeting on time and have their attendance recorded for the duration of the meeting. To ensure a full hour of attendance, all delegates must be logged in by 1:00 PM EST on Thursday, April 16.

**Awards Ceremony**

Following the Delegate Business Meeting we will have the opportunity to celebrate the outstanding work that our members do in their various capacities as counselors and counselor educators. Our members’ dedication to excellence and advocacy will be recognized during the Awards Ceremony. During this ceremony, we will recognize: Excellence in Counseling Research Grant recipients, Chapter Development Grant awardees, and Statewide/Regional Networking Grant recipients. In addition, we will celebrate recipients of these CSI awards: Outstanding Practitioner, Outstanding Practitioner Supervisor, Outstanding Research, Outstanding Entry-Level Student, Outstanding Doctoral Student, Outstanding Journal of Counselor Leadership and Advocacy Article, Outstanding Service to the Chapter, Jane E. Myers Lifetime Mentor Award, Outstanding CFA, Outstanding Chapter, Outstanding Chapter Individual Program, and Outstanding Chapter Newsletter.

We expect the Awards Ceremony to begin at 2:00 PM EST on Thursday, April 16. The Awards Ceremony will be recorded and a link to the recording will be provided on the CSI website so that award recipients, counselor education programs, and CSI chapters can share the link on webpages, over social media, and in announcements to celebrate award recipients!

**Chapter Leaders Training**

CSI Chapter Leaders Training will be offered at select regional ACES conferences this fall and offered as part of CSI’s webinar series. During this training, chapter leaders will have the opportunity to engage in thoughtful discussion regarding topics of
importance to build and maintain successful chapters. Topics will include strategies for creating innovative programs, member recruitment, mentoring, leadership strategies, and chapter involvement in CSI initiatives. This meeting provides a unique and exciting opportunity for chapter leaders to learn from experienced CSI leaders and to network with each other.

**Poster Presentations**

Originally CSI was sponsoring 25 poster presentations at ACA 2020. Topics covered by these poster presentations address one of three themes identified by the CSI Executive Council: 1) *Counseling Across the Globe*, 2) *Professional Identity, Leadership, and Advocacy*, or 3) *Wellness Counseling Practices and Research*. We are inviting presenters of CSI-sponsored poster sessions to contact Dr. Stephen Kennedy (stephen.kennedy@csi-net.org) if they wish to have their presentation shared on the CSI website. Presenters selected this year may reapply to present at the 2021 ACA Conference & Expo.

**Educational Sessions**

The CSI Executive Council enthusiastically worked on three outstanding educational sessions previously scheduled for ACA 2020. Each of these sessions were developed to honor CSI’s 35th anniversary by focusing on a CSI value from a historical perspective. In lieu of presenting these sessions at ACA, we will deliver them as part of the CSI’s webinar series. Dates and times for these webinars will be announced through CSI webpage and e-news. Below is preliminary information on these educational sessions.

**Globalization of the Counseling Profession: Reflections, Discussions, and Applications**

As president-elect, I am proud to coordinate a session on globalization of the counseling profession. As we celebrate the 35th anniversary of CSI, continuing to enhance the globalization of the counseling profession is a pivotal part of promoting leadership and advocacy. This session will have a panel of experts in the globalization of counseling. These experts will discuss and exchange ideas on how the counseling profession is responding to the needs of a global society. They will explore: (a) globalization of the counseling curriculum; (b) best practices for cross-cultural counseling abroad; and (c) suggestions for counselors to integrate globalization into their advocacy, counselor identity, and counseling practices.

**Servant Leadership, Advocacy, and Community Engagement: Guiding the Future through our History**

CSI past-president, Dr. Nicole Hill, coordinated this educational session to commemorate the 35th anniversary of CSI. During this session, early CSI leaders will contextualize CSI’s impact through professional engagement, servant leadership, and commitment to counselor identity. Presenters will describe servant leadership and encourage attendees to develop the principles of leadership that prepare counselors to be exemplary leaders into the next 35 years.
**Thirty-Five Years of Servant Leadership: Chi Sigma Iota’s Transformative Impact.**

As counselors, we need to “contribute to the realization of a healthy society by fostering wellness and human dignity” through leadership and advocacy. By engaging meaningfully within our communities, we can contribute positively to its growth. In this session, the presenters will discuss the history of the profession and how that history can shape and inform our future actions as servant leader counselors.

The CSI Executive Council values your support of CSI. We look forward to celebrating 35 years of promoting excellence in the field, and we cannot wait to see how our events during this 35th anniversary year will influence the future work of our members!

We thank ACA for welcoming CSI Days to be part of the 2020 ACA Conference & Expo!
References

Hilts References:

Rujimora References:

Chang References:


**CSI References:**


**Hill Reference:**

Call for Submissions

The CSI Exemplar Editorial Team is accepting submissions for consideration for the Summer 2020 newsletter. The theme for this edition will be Substance Use and Addictions Counseling. Please submit proposals by April 22, 2020 to exemplar@csi-net.org in the form of an APA style abstract. Please note the proposed Exemplar column section: Chapter Happenings, Student Success, Counselors’ Corner, Educational Advances, Chapter Resources, or Excellence in the Field.

Through high-quality research, scholarship, and professional dialogue, JCLA will promote the development of leaders to serve in diverse counseling settings, bring awareness to professional and client advocacy initiatives, and provide a forum for discussing professional issues. JCLA welcomes empirical, theoretical, and conceptual manuscripts focused on leadership, professional and client advocacy, and professional identity for counselors, counseling students, and counselor educators.

Because evidence-based practice is at the heart of the counseling profession, JCLA will occasionally publish exemplary scholarship related to evidence-based practice in counseling practice, supervision, and education. JCLA is published twice a year with a circulation in excess of 15,000. The editorial board accepts research and practice manuscripts on a rolling basis. To learn more about the journal aims, and scopes and author guidelines, please visit tandfonline.com. Our manuscript submission portal is located at http://mc.manuscriptcentral.com/ucla. You may also address inquiries to jcla@csi-net.org.
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Visit the csi-net.org for CSI publications, webinars, member and chapter resources, and more.