A Celebration...
30 Years in the Making!
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Editor Insights

Fall is one of the busiest times for me, personally and professionally. For CSI, this is also the case. As we are celebrating our 30th anniversary this year, we are focusing on CSI’s past, present, and future. In this edition, the second installment of our Milestones article will explain the second decade of CSI events that continued to solidify the foundation of our honor society. Dr. Catharina Chang explains CSI’s strategic plan and what it means for our organization and members.

This edition also highlights some of the milestones occurring within the counseling profession in the present that are related to CSI’s goal of promoting professional identity. CSI President Dr. Craig Cashwell provides his perspective on the status of professional identity and how we should continue to work in an unified effort to promote this identity. We also invited Dr. Gerard Lawson to discuss the Association for Counselor Education and Supervision’s position statement that outlines specific counselor training and education requirements for licensure as a professional counselor.

Beyond some of the more political aspects of professional identity, we are also recognizing individuals in our chapters that are “walking the walk” of CSI’s mission and goals. These individuals inspire me and also make me proud of the influence of CSI and our profession. It’s exciting and inspiring to see CSI’s vision come to life. Let’s celebrate this, not only this year but every day!
As the current President of Chi Sigma Iota (CSI), I have selected Advocacy to Strengthen Professional Identity as my theme for the year. It was with great purpose and intention that I chose this theme. Twenty-five years ago, as a new graduate student, I read with interest how the counseling profession at that time might be considered to be in adolescence, a critical time of identity development. A full quarter of a century later (wow, that went by quickly!), I find myself reflecting on that statement. How far have we come? Where are we now in our development as a profession?

While I would love to say that the counseling profession has grown comfortably into adulthood with a more integrated identity, I think that would be overly generous. There has been much progress in the last 25 years (counselor licensure in all states and increasing parity with other mental health service providers top my list), but there also has been much fragmentation and competing special interests that remain barriers from moving forward as a unified profession.

Several years ago, I wrote a piece for the CACREP Connection that CSI has placed on its webpage. The title of the piece was At the Crossroads and in that piece I wrote about how the counseling profession stands at a crossroads, with difficult tasks and decisions ahead. Now, several years later, it seems that little has changed. We remain fragmented, incomplete, and we still stand at the crossroads.

I want to offer a perspective that I suspect will not be without controversy, but I offer this perspective to further the dialogue. As I read professional listservs and other conversations, I draw the following two conclusions:

1. As a profession, we remain in developmental arrest in a period of professional adolescence; and
2. As professional “adolescents,” we continue in the “sturm and drang” (storm and stress) of identity formation.

In fact, were I to apply the strictest definition of the word “profession,” I am left questioning whether we are, indeed, yet fully a profession. Being developmental to my core, however, I believe it is important to honestly recognize and accept where we are as a profession in order to more effectively recognize the developmental work that lies ahead.

For 30 years (yes, this year we celebrate 30 years!), CSI has promoted excellence and advocacy within the counseling profession. Since its inception, CSI has led the way in defining what it means to be a Professional Counselor. While other mental health professionals, such as Psychologists, Social Workers, and Marriage and Family Therapists may call their work “counseling,” this does not make them Professional Counselors.

At this point, it seems to me that there are four points of focus (training standards, markers of professional identity, licensure, and owning our professional identity) for us to emerge from this developmental arrest and move into maturity as a profession:

1. Clear and Consistent Training Standards – The “Gold Standard” for training standards for the counseling profession have been established by the Council for Accreditation for Counseling and Related Educational Programs (CACREP). With the implementation of the 2009 standards, in particular, CACREP moved the profession forward by more clearly defining what it means to be a Professional Counselor and core faculty member in a counseling program. Approximately 60% of counseling programs in the United States are accredited by CACREP. What is often misunderstood is that the national Standards are the minimum requirements established by the profession. All constituents of the profession have multiple opportunities for input on these standards, not just the members of the CACREP Board or Standards Revision Committee. While there are good training programs that are not yet CACREP accredited, other non-accredited programs admit too many students, have a curriculum that lacks coherency, and/or acculturate students with diffuse professional identities. Shouldn’t we expect every program that prepares professional counselors to meet at least minimum standards? This is a social responsibility for all of us as client advocates.
2. **Markers of Professional Identity** – Four markers of professional identity are terminal degree, professional memberships, credentials, and professional activities. Each of these four is important to establish a professional identity. Far too often, I see professional memberships and credentials used as primary indicators of professional identity. While professional memberships and credentials are essential elements of professional identity, I argue that these are secondary to terminal degree and professional activities (i.e., service and leadership within the counseling profession).

3. **Licensure** – Portability between states is a major issue, largely because licensure laws are so disparate in their requirements. For our profession to move forward, we must systematically begin a process of more clearly articulating, across states, what it means to be a Licensed Professional Counselor, particularly related to educational requirements.

4. Finally, *professional counselors are unique among helping professionals*. It is not just our tools of the trade, however, such as counseling, consultation, career expertise and group work that help to distinguish our practices. It is the historical values, philosophy, and goals of our work toward optimum development in all areas of human growth that makes us unique. Wellness is now the slogan of many others but it has been at the heart of our profession from its inception. We work not just to repair but prevent adversity and optimize wellbeing throughout the life span while promoting respect and dignity for all.

At its core, a major strength of Chi Sigma Iota is that it is a grassroots organization. Although there is much that happens at the international level, the “heart” of CSI is in its local chapters. Through the dedication of hundreds of talented CFAs and thousands of chapter leaders and members, local CSI chapters do amazing things. I want to draw on this strength and challenge local chapters to take up this theme and consider ways to promote professionalism within local chapters, local communities, and within their state.

In particular, I want to challenge leaders within chapters to collaborate with other chapters in your state to advocate for counseling at a state-wide level, particularly as it relates to parity legislation and clear standards about the educational requirements for licensure as a professional counselor.

The time is now. What will you do?

Thank you for the privilege of serving as your President.

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**2014 Outstanding Chapter Faculty Advisor:**

An Interview with Dr. Nancy Sherman by Sandi Logan, Beta Chapter

It comes as no surprise that Dr. Nancy Sherman was the recipient of the 2014 Outstanding Chapter Faculty Advisor Award. This three-time Fulbright Scholar has a strong commitment to the counseling profession and its excellence. Beta Phi chapter was established at Bradley University in 1994, and the university has been fortunate to have Dr. Sherman as their Chapter Faculty Advisor since its inception. She currently serves as a professor and the clinical coordinator for their CACREP-accredited programs in Clinical Mental Health Counseling and School Counseling, which are housed in the Department of Leadership in Education, Human Services, and Counseling. Her research interests include clinical supervision, PTSD treatment with Neuro-Linguistic Programming (NLP), and Neurofeedback treatment for ADHD.

Dr. Sherman earned her Ph.D. in Counselor Education from The Ohio State University. She also holds certifications as a National Certified Counselor (NCC), Approved Clinical Supervisor (ACS), and a Licensed Clinical Professional Counselor in the state of Illinois. She has worked in a variety of settings as Director of Counseling Research and Training Clinic at Bradley University, Professional Counselor & Substance Abuse Prevention Coordinator at Denison University, and Licensed Professional Counselor in the private practice sector.

When I asked about the most rewarding aspect of being a Chapter Faculty Advisor, Dr. Sherman described the ongoing mentoring that occurs beyond graduation. She spoke to me about the appreciation and admiration she feels when she hears of alumni who become active in CSI as Professional Members or move on to become a Chapter Faculty Advisor at their own higher education institution.
Commitment, Service, & Identity: Core to CSI
by Catharina Chang, Chi Epsilon Chapter, Georgia State University

Back in 2012, a diverse group of leaders dedicated to Chi Sigma Iota (CSI) was convened to engage the organization in the strategic planning process. Since then, the purpose of the Strategic Planning Committee (SPC) has been to assist the leadership of CSI to evaluate the current and future relevance of its mission, identity, fundamental purposes, and goals. The SPC met with the CSI Executive Council (EC) in June 2013 to review and discuss CSI’s strategic plan, to review CSI’s internal and external strengths, and to evaluate current and future challenges. After discussing CSI’s current status and relevance to the counseling profession, the SPC and EC reaffirmed the vision, mission, and the goals and objectives of the CSI strategic plan as adopted in 2009. The SPC and EC then worked together to draft the core values of CSI, which reads as follows:

Chi Sigma Iota is dedicated to excellence in counseling through the ongoing development of the person, professional, and profession.
We value Commitment, Service, and Identity.

CSI is committed to our members as individuals and as professionals. We are committed to promoting the counseling profession. We value service both at the membership and professional levels. We value service that contributes to the realization of a healthy society by fostering wellness and human dignity. We promote a strong identity as professional counselors. These core values reflect how CSI conducts business and how CSI works toward fulfilling our mission and actualizing our vision. These core values are foundational to CSI’s strategic plan and define our path towards academic and professional excellence in counseling.

At the chapter level, you may be wondering how all this impacts you and your chapter, and you may even be wondering what exactly is a strategic plan? Why is the strategic plan essential to your chapter? The literature on strategic management suggests that when priorities are established and goals align with the values of an organization, individuals within that organization increase their performance (Ayers, 2013). Strategic planning is significantly and positively related to budgeting and communication (Hendrick, 2003). According to a national survey conducted by the Association for Strategic Planning, successful organizations reported...
that strategic planning was related to overall organizational success, and successful organizations were more likely to report successful plan implementation (Radwan & McNerney, 2012).

A strategic plan is a systematic process that involves all stakeholders and includes both an internal and external analysis of the organization (Goldbaum, 2008; Poister, Pitts, & Edwards, 2010). Additionally, strategic planning is an iterative and intentional process that evolves over time. Some essential questions to ask during the strategic planning process are: Who are we? What are our strengths and challenges? What are our resources? Why do we do what we do? Where do we want to be in the future? How do we get there? As you think about these questions, how would your chapter answer them?

Effective strategic planning results in an organization having a sense of stability, a shared sense of direction and ownership from all stakeholders, a guide for decision-making, a direction for allocation of resources, and a plan of action (Goldbaum, 2008; Poister et al., 2010). Key aspects of a strategic plan include vision, core values, mission statement, goals and objectives. CSI’s vision statement describes our ideal state; it is where we want to be. Core values are the principles that guide us as we pursue our mission. The mission is the reason or purpose of why we exist as an organization. CSI’s mission statement communicates our essence to others clearly and concisely. Goals and objectives are the concrete, measurable target actions that we seek to accomplish; in short, they are our desired outcomes. You will notice that CSI’s goals and objectives are written intentionally to be measurable and attainable.

Does CSI’s Vision, Mission, Core Values, and Goals and Objectives seem congruent with your beliefs, values, and purpose as a professional counselor? Are these pieces congruent with your chapter’s beliefs, values, and purpose as a counseling honor society? Are there additional values and purposes that are essential to your chapter?

The strategic planning process is vital to the success and growth of all organizations, and each chapter is encouraged to engage in their own strategic planning process that builds on the strategic plan developed by headquarters. If you would like to engage your chapter in a strategic planning process, there is a wealth of information to help guide you. For example, the Association for Strategic Planning (n.d.) provides a list of considerations for assessing strategic planning:

1. Use a systems approach that starts with the end in mind.
2. Incorporate change management and leadership development to effectively transform an organization to high performance.
3. Provide actionable performance information to better inform decision-making.
4. Incorporate assessment-based inputs of the external and internal environment, and an understanding of customers and stakeholder needs and expectations.
5. Include strategic initiatives to focus attention on the most important performance improvement projects.
6. Offer a supporting toolkit, including terminology, concepts, steps, tools, and techniques that are flexible and scalable.
7. Align strategy and culture, with a focus on results and the drivers of results.
8. Integrate existing organization systems and align the organization around strategy.
9. Be simple to administer, clear to understand and direct, and deliver practical benefits over the long-term.
10. Incorporate learning and feedback, to promote continuous long-term improvement.

CSI Strategic Planning Committee Members:
Dr. Craig Cashwell, Dr. Andrea Dixon, Dr. Courtland Lee, Dr. Kristopher Goodrich, Dr. Cathy Woodyard, and Dr. Catharina Chang (Chairperson)
A Pathway Forward for the Counseling Profession

By, Gerard Lawson, Tau Eta Kappa Chapter, Virginia Tech University
The Association for Counselor Education and Supervision (ACES) released a position statement in February 2014 supporting CACREP as the single pathway to licensure as a professional counselor. It suggests that the educational standard for becoming an LPC should be:

Graduation from a clinically-focused counselor preparation program accredited by CACREP or an approved affiliate of CACREP (e.g., CORE) that includes a minimum of 60 semester credits (or 90 quarter hour credits) of curricular experiences. Within those 60 semester credits (or 90 quarter hour credits), students must complete a practicum of at least 100 hours and an internship of at least 600 hours.

This position was the product of months of work by a task force within ACES which I was honored to chair, and I have been asked to share my perspective on this process with my colleagues in CSI.

Many of you are familiar with the 20/20 Initiative on the Future of the Counseling Profession. This initiative brought together representatives from ACA and all of its divisions, NBCC, CSI, the American Association of State Counseling Boards, and other stakeholder groups to lay the groundwork for improved reciprocity for Licensed Professional Counselors across the country. As it stands today, there are 50 different standards in 50 states, and it can be very difficult for a Licensed Counselor in one state to move to another state. Moving often requires a counselor to take new coursework or a new internship, verify or accrue more supervised practice hours, and occasionally take another exam. This process can also make life very difficult for students who hope to work in a different state than where they went to school, as most counseling programs build their curriculum to meet the requirements in their state.

The goal of the 20/20 initiative was to reach consensus on a variety of topics so that the individuals and associations that are the leaders of the counseling profession could begin to speak with one voice regarding licensure. Ultimately, the hope is that if the profession can agree on licensure requirements, we can bring individual states together on common licensure regulations. The 20/20 initiative met for several years and reached consensus on a definition of counseling, a title (Licensed Professional Counselor; LPC), and the scope of practice for LPC’s, but they were unable to reach a consensus on the educational standards for licensure.

After the 20/20 initiative concluded their work, the ACES executive board charged a task force to examine the educational standards for licensure as a Professional Counselor, and to make recommendations. Because ACES is the association within ACA most clearly charged with the education and supervision of counselors, this was a natural fit. The task force identified literature related to education and practice of counselors, examined the licensure requirements in all 50 states, and assessed the perspective of our members on this issue via the Counselor Education and Supervision listserv (CESNet). There were some very interesting findings that led to our conclusions.

Presently, most states already include a reference to CACREP in their licensure language. They also typically provide a route for individuals who went through a “CACREP equivalent” program. We presume that these are programs that build their curriculum around the core requirements of CACREP. But as we explored the literature, it became difficult to accept that there is any such thing as CACREP equivalent. One of the important components of an accreditation process is that a program subjects itself to a thorough external review of the structure and operation of the program, including Student Learning Outcomes for many individual standards. Without that external review, a program can market itself as CACREP equivalent, but there is no way to verify what is actually being taught or whether students actually learn the material. In fact, as we explored the literature related to educational standards, and CACREP accreditation in particular, we found that there was compelling evidence that CACREP graduates perform better on a number of measures. This research suggests CACREP graduates score better on National Counselors Examination (NCE; Adams, 2006), pass the NCE at higher rates (Milsom & Akos, 2007), and commit fewer ethical violations than non-CACREP grads (Even & Robinson, 2013).

Beyond what the data tell us about the value of CACREP accreditation, there currently are some practical considerations as well. In 2009, the Institute of Medicine (IOM), a nonprofit, independent, nonpartisan group, was asked to examine the preparation of counselors to determine whether they should be allowed to practice independently within TRICARE. TRICARE is the insurance company for service members and their families through the Department of Defense. The IOM concluded that there is too much variability across the country and how counselors are prepared and licensed to be able to answer the question with a broad statement. So their recommendation was that counselors be allowed to practice independently if they graduated from a Clinical Mental Health Counseling program that was accredited by CACREP and passed the National Clinical Mental Health Counseling Examination (NCMHCE). Since that finding was published, other programs at the federal level have adopted these same standards. More recently, the state of Ohio has passed regulations requiring graduation from a CACREP accredited program as a prerequisite for licensure.

From our perspective, there is clear evidence that a CACREP accredited program offers assurance of high quality preparation, and there are practical benefits for moving in this direction. Our position helps to move us in a direction of consistency, clarity, and quality of preparation for Licensed Professional Counselors across the country. This is also a way to continue to define and refine the professional identity of counselors as distinct from professionals in allied professions.
Some individuals have been upset by this position, claiming that it would disenfranchise counselors. This is simply not true. Counselors who are already licensed will continue to be licensed. Further, we recommend a seven-year grand-parenting clause after the laws have changed in each state to allow individuals who have been prepared in non-CACREP programs to earn their license. Others cite individuals who have graduated from non-CACREP programs who are excellent counselors and who would not be included in these regulations. Respectfully, looking backwards is not how a profession grows. We need to be concerned about ensuring the professional identity and quality of services provided by professional counselors, 10, 25, or 50 years in the future. To be frank, ACES also received far more feedback in support of this position than in opposition, and it appears as if momentum is growing in this direction.

CACREP continues to have growing numbers of new applications for accreditation, and last year alone over 10,000 new counselors graduated from CACREP programs. It is time for the profession to speak with one voice on defining a Licensed Professional Counselor, and ACES welcomes the support of CSI and any other individuals or groups that want to help shape the future of the profession.

We are honored to share this second article in the milestones series for the Exemplar celebrating CSI's 30th anniversary year! The first article underscored the development of the milestones project, rooted in the Principles and Practices of Leadership Excellence, and chronicled the first decade of milestones that contributed to the evolution of CSI. After Principles 3 and 4 are discussed, the second decade of milestones is presented.

Leaders who understand the history of the organization (Principle 3) are able to build upon the work of others. Developing a Vision of the Future (Principle 4) requires leaders to utilize their understanding of this history in order to affect future changes (CSI, n.d.). In other words, one must apply past knowledge to present and future challenges to articulate goals and objectives that are commensurate with the needs of the organization. Capturing the founding President and Executive Director Emeritus, Dr. Tom Sweeney’s narrative of the CSI milestones enables us to look backward and reflect on where CSI has been, and the impact CSI has had on the Counseling Profession, which is essential to providing a stable and innovative future on the chapter, national, and international levels.

The second decade of CSI was an eventful one for Professional Counselors. Chapter Faculty Advisors became a crucial part of the local chapter structure, where they provided an added layer of mentorship in trainees’ development. Meanwhile, the CSI leadership team continued to collaborate with professional counseling organizations such as NBCC, CACREP, CORE, and CRCC, modeling effective progress in working towards a unified vision for the profession.
During this time, CSI also transitioned to an online web interface, snowballing the interconnectedness of local chapters and CSI international, a process that continues to evolve to this day.

CSI sponsored programs for ACA and ACES such as Scholars Across the Generations (later turned into a published monograph), which called attention to the honor society’s promotion of counselor identity, research, and excellence in counseling. CSI leaders also promoted the representation of varied viewpoints within the organization by intentionally positioning minority professional counselors to leadership, ensuring the culture and vision of CSI was inclusive to all those that exhibited excellence in counseling. CSI became a driving force in not only recognizing counseling excellence, but in defining the nature of Professional Counseling (e.g. wellness-centered, developmental, and preventative). The professional identity of counselor-trainees in preparatory programs with CSI Chapters was accelerated compared to that of their non-CSI peers. CSI, through its chapters, offered counselor identity development often not possible for trainees without access to CSI, whose identity was more provincially shaped by the professional identity of only their program faculty.

In CSI’s second decade, there was again emphasis on advocacy by contributing to the realization of a healthy society by fostering wellness and human dignity. CSI leaders underscored the two-pronged nature of advocacy—advocating for the needs of clients (client advocacy), and for the rights for Professional Counselors to provide services (professional advocacy). CSI International encouraged and still encourages chapter leaders to consult with headquarters in an effort to mobilize chapter advocacy efforts (when needed), enabling us to work smarter and be more impactful.

Counselor-trainees, counselor educators, counseling supervisors, etc. will soon be able to access the Advocacy and Archives: CSI Milestones in Counseling historical timeline on the CSI website. When one clicks on the links under the milestones, short video segments of Dr. Sweeney will provide a rich and snappy narrative of that particular moment in time. This resource can assist us in strengthening our Professional Counselor identity by better understanding the history of our profession. Dr. Sweeney’s longstanding dedication, service, and encouragement continue to inspire us all to be our best selves.

Below is the second decade of major developments in the evolution of CSI. As you review them, ask yourself where might we be without servant leaders who display (a) qualities such as foresight, stewardship, commitment to the growth of others, and desire to be of service to others (Crippin, 2005; Greenleaf, 2008), (b) concern and respect for the needs, ideas, and feelings of others (Lewis, 2012), and (c) awareness of the contemporary world, and openness to and appreciation of cultural diversity (Lee, 2012).

1995-2004 CSI Milestones

1996 The expansion of the CSI organizational structure now includes the Faculty Advisor Network. Thirty-five Chapter Faculty Advisors (CFAs) attend the first meeting.

1997 The CSI homepage is now online.

1998 CSI sponsored two National Counselor Advocacy Leadership Conferences in Greensboro, NC. All professional organizations were invited to join in the development and implementation of a united advocacy plan for professional counselors and their clients. Results of the conferences are available on the CSI home page.

1999 CSI now has 200 chapters and more than 25,000 members.

2000 Six themes from the Counselor Advocacy Leadership Conferences were identified for further definition and exploration: a) counselor education, b) intra-professional relations, c) marketplace recognition, d) inter-professional issues, e) research, and f) prevention/wellness.

2001 The Advocacy Task Force is now broadening the scope of areas in which advocacy for the counseling profession is needed and the preparation of materials by which such advocacy can be achieved (www.csi-net.org).

2002 The Executive Council approves a proposal for CSI to provide online continuing education opportunities for our members. This paves the way for upcoming webinars.

2003 For the first time in its history, CSI celebrates over 10,000 active members and now exceeds 37,000 members initiated in the U.S. and abroad.

2003 This year, a new CSI-endorsed book is released entitled Leaders and Legacies: Contributions to the Profession of Counseling by CSI members, John West, Cynthia Osborn, and Don Bubenzer.

For more information: http://www.csi-net.org/?page=Leadership_Practices
Election 2014: 
Revisiting the Voting Procedures
by Andrea L. Dixon, CSI Past-President

As an annual reminder, voting for Chi Sigma Iota International officers occurs each year by a collective vote per active chapter.

In the early years of CSI, the leaders believed that voting by chapters modeled democracy in action. It is the hope of current CSI leaders, that in order to follow through on this vision, chapter leaders will conduct meetings where members discuss potential candidates’ qualifications, statements and visions for CSI, and each chapter member is invited to cast an informed vote.

After the chapter-level voting process, each member’s vote is then calculated and the candidates with the highest votes are reported to the Chapter’s Nominations Committee.

This year, CSI members will be voting for the President-Elect and Treasurer officer positions. Most importantly, all active chapter members are invited to vote for the candidate they believe will serve CSI best in these respective positions through their home chapters.

In order to help chapters, a database list of your active members will be sent out from CSI headquarters. During September and October, each chapter’s leaders should contact their members about the CSI chapter voting procedures. Once all individual votes within a chapter are received, Chapter Faculty Advisors will tally their chapter members’ votes and report the candidates receiving the highest number of votes to the Nominations Committee no later than 5 pm on December 1, 2014. Overall, the potential candidates that receive the highest number of chapter votes will be elected to CSI office.

It is helpful to remember that current Social Media sites (e.g., Facebook, Twitter, chapter websites) are a viable way to communicate information about the CSI election process at the chapter level. This year’s candidate information is available through our website, Facebook, Exemplar, and the E-News.

2014-2015 PRESIDENT-ELECT CANDIDATES

Dr. Michael Brubaker
Upsilon Chi Chi Chapter

BIOGRAPHY

Michael Brubaker is an Assistant Professor and Interim Program Coordinator for the Counseling Program at the University of Cincinnati. Since his induction in 2006, he has actively contributed to the success of CSI. As a Leadership Fellow and Intern, he joined the Strategic Planning Committee and subsequently led a visioning process to create the Counselor Community Engagement Committee. He served as the Associate Editor of the Special Edition of the Exemplar on Social Justice and authored a chapter for CSI’s Award winning book, Professional Counseling Excellence through Leadership and Advocacy.

Dr. Brubaker was elected & served as Secretary of CSI International 2011-2013 and also chaired the Publications Committee. He is a Nationally Certified Counselor, championing the causes of underserved populations through his research, teaching, and clinical supervision. Dr. Brubaker is a dedicated member of the counseling profession, having served as Trustee with ALGBTIC and as a member of ACA, ACES, and IAAOC.

GOAL STATEMENT

Chi Sigma Iota serves in a unique role within the counseling profession, serving as a beacon for those who strive for excellence and aspire to impact clients and communities at the highest level possible. As President, my aim will be to serve you by building on our successes and leading new initiatives to capitalize on the opportunities ahead of us. Although not an exhaustive list, three areas stand out where we could have a substantial impact on our members and the communities where we serve, each of which is described below.

EXPANDING OUR PROFESSIONAL INVOLVEMENT IN CHAPTER ACTIVITIES

Among the active CSI members, nearly half are professional members, deeply committed to CSI and willing to serve years after completing their graduate degrees. For most chapters, their professional members remain an untapped resource. Professional members may strengthen our chapters as mentors,
trainers, and consultants, offering the chance for student members to accelerate their professional growth. Building on the efforts of the Professional Members Committee, we can create new opportunities and incentives for chapters to use suggested best practices to help chapters realize the benefits of professional involvement for student members to accelerate their professional growth.

IMPACTING OUR COMMUNITIES THROUGH ADVOCACY AND SERVICE

We are also quite unique as an honor society in that our mission is well beyond recognizing academic excellence. CSI seeks a larger vision, one where we “contribute to the realization of a healthy society by fostering wellness and human dignity” (CSI Vision Statement, 2009). CSI members have always been active in their communities, and in recent years we have enhanced our chapter supports, encouraging greater organization and intentionality to maximize our community impact. Because of the breadth of our local chapters, supported by national leadership, CSI is well positioned to lead the counseling profession in community-wide counseling and related efforts. As we refine our counselor community engagement practices, many others will realize the power of the counseling profession to help entire communities in need.

ENHANCING MEMBER SERVICES THROUGH TECHNOLOGY

It has been an honor to serve CSI during a time of great technological advancements, largely completed by the tireless staff at CSI Headquarters in collaboration with CSI’s leadership. Dr. Myers and her team have implemented a new web platform, streamlined our webinar offerings, and implemented our “going green” publication initiative, providing immediate online access for our members while promoting environmentally friendly publication delivery services. As technology becomes increasingly important, it is essential that our members see the power of our current products and that CSI leaders explore new services to enhance our ability to share ideas, network with one another, and access needed resources to fulfill our work in our chapters and beyond.

In total, I would be honored to serve as your President. You are the lifeblood of our organization, giving your all to your chapters in order to become better practitioners and to help those in need. As President, I will remain committed to advocating for you so that together we can make a difference in our chapters and in the communities we serve.

“CSI is well positioned to lead the counseling profession in community-wide counseling and related efforts.”—Michael Brubaker

BIOGRAPHY

Dr. Richard Henriksen Jr. is a Life Member of Chi Sigma Iota, an associate professor at Sam Houston State University, CACREP liaison, and Clinical Director at the Good Shepherd Mission. He is currently a member of the Texas Counseling Association Senate. Richard has a long history of serving CSI as: Membership Chair of the Epsilon Tau chapter, founding faculty advisor for the Eta chapter at Southwestern Oklahoma State University, Chi Sigma Iota Life Member Task Force Chair, and Faculty Advisor to the Beta Kappa Tau chapter. He has published over 40 refereed articles and book chapters, and has co-authored a book on counseling multiple heritage individuals, couples, and families. Richard was the 2009 recipient of the AMCD Professional Development Award and the 2009 TCA Professional Writing Award. He serves as an editorial board member for the journal Counseling & Values, and is currently a Site Visit Team Chair for CACREP.

GOAL STATEMENT

Leadership is not a position, it is a service. I believe service is at the heart of leadership in Chi Sigma Iota. Providing leadership at all levels of CSI is critical to the functioning and growth of our honor society. Being of service to chapter officers, members, and fellow faculty advisors has been at the heart of my service to CSI as the preparation of future leaders in the counseling profession is of supreme importance to me. Advocating for counselors and the counseling profession has been my passion from the time I began my professional education, and that passion is enriched with membership in CSI. My experiences have shaped my goals for the presidency and include: encouraging lifelong involvement, increasing diversity in leadership and membership, and applying the strategic plan.

ENCOURAGING LIFELONG INVOLVEMENT

In 1998, I became a Life Member of Chi Sigma Iota. That event helped me begin my effort to encourage current and future members to make a lifelong commitment to promoting professional excellence. CSI’s mission includes promoting “scholarship, research, professionalism, leadership, advocacy, and excellence in counseling.” To that end, I would like to work to encourage CSI to reinstate the Life Member program and increase the involvement of life members in the CSI Strategic Plan activities, so that our mission is part of the life work of each member.
Advocating for the counseling profession means making a commitment to being of service to the profession, and what better way to make that commitment than through Life Membership. Rebirthing the Life Member program will assist CSI and our chapters with the opportunity to celebrate the promotion of excellence by our members.

INCREASED DIVERSITY IN LEADERSHIP AND MEMBERSHIP

Building leadership that is diverse and represents the broad diversity of our membership is one of the strengths of CSI and is a prime resource for future initiatives of CSI. The CSI Strategic Plan states that supporting “…human dignity in an increasingly global society” is one of our goals. Recognizing the global nature of the world and the diversity that comes as a result serves as a valuable resource for any successful organization. Developing the talents and professional potential of our members will both strengthen CSI and increase the diversity of the organization and the counseling profession as a whole. Developing new efforts to recruit and involve new members and working to engage the unique abilities and interests of our current members will serve CSI and the counseling profession with great distinction.

It is an honor to be nominated for CSI president-elect. As a Life Member of CSI, I have worked hard to promote the counseling profession. I value personal/professional excellence. I honor the strengths and contributions of those who have come before, my present colleagues, and value the continued growth of future counselors. I will continue to hold high standards of excellence, encouragement, and service in the role of CSI president. I feel privileged to be provided with this opportunity to humbly serve CSI members!

“Building leadership that is diverse and represents the broad diversity of our membership is one of the strengths of CSI…”-Richard Henricksen

CANDIDATES FOR TREASURER

BIOGRAPHY

Dr. Christine Suniti Bhat has been a faculty member at Ohio University since 2006, and has served as the chapter faculty advisor (CFA) for the Alpha Chapter of Chi Sigma Iota (CSI) since 2009. Previously, she was on the faculty at California State University, Long Beach and served as CFA for the Lambda Beta Chapter of CSI at CSULB.

She has experience as an educator and professional counselor in the USA, Australia, and India, among diverse work environments such as the military, non-profit agencies, schools, and universities. Christine holds licensure as a professional counselor and school counselor in Ohio. Her recent leadership roles include serving as President of the Ohio Counseling Association (2012-2013), and serving on the executive board of the Association for Specialists in Group Work for two years.

GOALS STATEMENT

Thank you to the Nominations and Elections Committee for the honor of being a candidate for Treasurer of Chi Sigma Iota Counseling Academic and Professional Honor Society International. I am a proud member of the Alpha Chapter of CSI at Ohio University, the place where CSI was founded in 1985. My involvement with CSI began during my doctoral program and has continued consistently for the past fourteen years. I feel a deep connection to the mission and vision of CSI. I respect CSI as an organization that has worked tirelessly to forge a clear identity for professional counselors, advocating for counselors to be unified and strong. As a future leader, I will continue to work diligently to support the mission and vision of CSI.

The role of Treasurer is clearly delineated in CSI’s By-Laws. I commit to performing the duties of:

- monitoring financial activities
- developing annual budgets in consultation with leadership
- presenting a financial report at each CSI meeting

Beyond these duties, my goal is to be a sincere and dedicated member of the Executive Council. CSI exemplifies ethical and forward-focused leadership by engaging in regular strategic planning.
The success of CSI is due to the diligence and foresight of past and current leadership. My goal would be to assist CSI to continue to grow and flourish. I would work to strengthen CSI by supporting chapters who wish to be reinstated, and by encouraging the formation of new chapters. As the largest professional organization of counselors, I would like to see CSI extend its reach globally, and for a strong professional identity for counselors to be established nationally and internationally. I would want to publicize the support that CSI offers to individual members and to chapters through free professional development and chapter rebates. Thank you and Namaste!

BIOGRAPHY

Dr. Jeffrey M. Warren is an Assistant Professor and Director of the Professional School Counseling program at the University of North Carolina at Pembroke. He has worked in community mental health, private practice, and K-12 public school settings as a teacher, school counselor, and school-based counselor. Jeff is an active member of Chi Sigma Iota since 2004, serving in various leadership roles including Reviewer, Section Editor, and Senior Editor of the Counselor’s Bookshelf. He is the Chapter Faculty Advisor for Phi Sigma Chapter. Jeff served two terms as president of the North Carolina Counseling Association and is the current past-president. He is a member of ACA’s Public Policy and Legislation committee and co-chair of the Research Quality task-force for Transforming School Counseling and College Access Interest Network. Jeff recently received the 2013 NBCC Outstanding Scholar Award for his research.

GOAL STATEMENT

I am proud to be a member of an organization that recognizes and promotes excellence in professional counseling. It is truly an honor to be nominated for a leadership position on the Executive Council of Chi Sigma Iota (CSI). As treasurer, I will maintain and uphold the standard of excellence as I carry out the responsibilities required of this role. I plan to work collaboratively with the executive director and council members in an effort to develop budgets, monitor financial activities, and ensure fiscal stability of our society at the international level. As treasurer, I will be responsive to the needs of our society and chapters and make sure members have the tools and resources necessary to experience CSI as it was first envisioned 30 years ago. It is vital chapters are equipped to support individual members in ongoing personal and professional development at all stages of their professional counseling careers. Only through active membership and chapter involvement will the goals of CSI be realized and our profession strengthened. As a member of the executive council, I will endorse and uphold our mission of promoting high standards in our profession and will seek creative and innovative practices that further advance our organization and promote professionalism, leadership, and advocacy across all levels of membership. As your treasurer, I will work to ensure our society and its members continue the pursuit for academic and clinical excellence in professional counseling. Thank you for considering my nomination to serve as treasurer of Chi Sigma Iota.
INTRODUCTION BY DONNA GIBSON

As the editor of the CSI Exemplar, I have a little creative freedom with the content of each edition. In planning for this edition, I was inspired by Dr. Victoria Kress’ article on the advocacy efforts in Ohio that was published in the Summer 2014 Exemplar. I wanted to hear from the many counselors-in-training and doctoral students who had either engaged in advocacy or had ideas about advocating. My thoughts were to give the readers some everyday examples of advocacy and have our future counselors and educators inspire others to engage in advocating. With this in mind, I put a call out for student reflections expecting a few as this was the typical pattern of return. To my surprise, I received numerous reflections! So many that I am including some in this edition and will include more in the Spring 2015 Exemplar.

With this edition of the Exemplar, it is obvious that there is a true need to advocate for our profession as well as our clients. Sadly, we hear of too many suicides, incidences of interpersonal violence, or issues related to addictions. The world is looking at our profession more closely than ever as the usual interventions that do not include counseling are not working.

I think you will find these reflections to be educational as well as inspiring. Instead of “ice bucket” challenges, maybe we should consider professional and self-challenges to advocate in some way to practice what we preach. CSI would love to hear about it, so email me at exemplar@csi-net.org!

SHAMANDA BURSTON
Shamanda Burston
Gamma Alpha Omega Chapter
Gardner-Webb University

As a young girl, I dreamt of becoming a lawyer, standing before the judge defending innocent clients. I aspired to represent those without a voice, the underserved, those who were victims of an unjust society. My desire to be an active facilitator of the healing process eventually took precedence later in my journey. I thought that I had to sacrifice my desire to defend my clients on a political and systemic level. My professors in the Clinical Mental Health Counseling program at Gardner-Webb University frequently utilized and incorporated the term “advocacy”, which piqued my interest. I began to reflect on what the word “advocacy” meant to me and how I could implement it in my work as a professional counselor.

As an African-American female and first-generation college graduate, I have experienced and witnessed injustice throughout my life.

Growing up in a small, urban city in North Carolina, becoming a teenage parent and high school dropout, raised in a single-parent household and observing my brothers in the juvenile justice system, I am all too familiar with the issues that adversely affect ethnic-racial minorities. Somewhere along my path, I began to seek out an alternative direction for my life; I aspired to break the cycle. In 2012, I broke that cycle by graduating with a Bachelor of Science degree in Human Services from Gardner-Webb University’s GOAL program, which was designed for working adults. I had set the example that despite obstacles, setbacks and challenges, we can be successful and find our purpose.

I am currently completing my final semester as a counselor-in-training. I am an advocate of education and finding purpose in one’s life. Purpose provides both direction and an avenue to give back to society through our passions, talents and skills. I am a proud member of the American Counseling Association. I will be presenting a research poster on issues of mass incarceration, re-entry and substance abuse treatment for African-Americans at the 2015 ACA Conference on behalf of the Division of International Association of Addictions and Offender Counselors. Additionally, I am applying to doctoral programs to continue my research and clinical training with a focus on social justice advocacy, multiculturalism, diversity, and health disparities of African-Americans. My greatest accomplishment as an advocate thus far is leading by example, never giving up and serving my community. I aspire to work in the areas of public policy, the juvenile justice system, the education system and on the reformation of the prison system. I have gained a greater understanding of what advocacy means and how it may be implemented in several areas. The power that comes with being able to advocate for my clients outside of therapy sessions provides a sense of duty, responsibility and humility to my work. I now understand that I can both facilitate the healing process of my clients and advocate for the underserved and voiceless populations. I am proud to be a professional counselor-in-training and advocate!

Jessica Carter
Psi Omega Pi Chapter
University of Phoenix

During the beginning of my Master’s program in Clinical Mental Health Counseling, our director spoke with us about Arizona’s proposed legislation H.B. 2153. This bill, if passed, would have allowed mental health professionals to deny services to clients based on several factors including a client’s ethnicity, marital status, and even sexual orientation. Having just completed a course in ethics, I understood how this bill was not only a major violation of the ACA Code of Ethics, but also a discredit to mental healthcare, sending a message of discrimination and preventing individuals from seeking or receiving the help they needed. I felt outraged...
that such a bill was even up for consideration and wondered about how it would affect the mental health culture in Arizona.

However, as a student, I felt small and insignificant. How could I possibly have any impact on this issue? No legislators are going to listen to my inexperienced, untested voice. Still, with the urging and encouragement from our program director I contacted my state representatives, Senator, and Governor. I actually received responses! Was this really happening? Was my little voice capable of making a difference?

On the day of the final decision, I watched the news, holding my breath as Governor Brewer announced that the bill had been vetoed! The protesters, the concerned citizens, the professionals, and yes the students erupted into cheers, tears, and sighs of relief. To some this was still an insignificant matter, but to us, a major victory had been won and the pride was evident on every advocate’s face. We had fought hard and actually won. We had made a difference; I had made a difference.

I learned that day that being a student did not diminish my voice; it added an important and relevant perspective. There are many voices fighting to maintain high standards for mental healthcare and to secure the future of both those who are in a meaningful and impactful way. I can now say with confidence and pride, “I am an advocate.”

Caren Coleman
Sigma Phi Epsilon
University of North Florida

I’m an advocate at heart. Early in my career I was educated as a lawyer. Despite a successful legal career, I was increasingly drawn to the concept of justice as something larger than the law and helping others fully participate in life. The immigration barriers and social issues of clients I represented in the multi-cultural city of Miami spotlighted the complexity of interactions between people and their environment. Having an advocate meant that the voices of these vulnerable persons in the community were heard. As a lawyer turned counselor, advocating for wellness and human dignity is central to my values.

Advocacy is foundational to our system of governance, and I had the privilege to witness the difference advocacy can make in influencing society and changing the system. As an aide to the Secretary of State for Florida, the political system and the people at the state capitol who advocate for various causes fascinated me. Women were relative new-comers among state elected officials at that time, and the efforts of a female legislator stood out to me.

That legislator was Maxine Baker, an advocate for the rights of those with mental health needs, who championed The Florida Mental Health Act (also known as the “Baker Act”). Her advocacy efforts led to legislation that significantly strengthened the due process and civil rights of persons in mental health facilities. The Baker Act was considered landmark legislation when it was enacted in the 1970s. Her efforts taught me that public policy does not occur by chance and an advocate is not merely a supporter, but is instead, one who is a supporter of something.

The social systems that serve some of us so richly simultaneously oppress others of us devastatingly. Many of the issues which affect our clients cannot be adequately addressed in the clinical setting alone. As we listen to and reflect on the complex issues raised in sessions, we become better prepared to advocate for clients struggling with issues exacerbated by our social systems. As advocates, we support and empower our clients and give voice to those who have been silenced.

Counseling is a values-based profession, and advocacy is central to our values. We value the well-being and welfare of our clients. To that end, our practice of compassion as counselors is never separate from advocacy. We influence and shape our communities as we exemplify and advocate the values associated with human well-being. Our advocacy interventions are a powerful impetus in creating positive change in the lives of the clients we serve.

VANESSA BEATRIZ TEIXEIRA
Sigma Phi Sigma
Argosy University-Washington, D.C.

When I hear the word advocate, I think of all the positive experiences I have had as an advocate and leader in this profession. I have always had aspirations to be a leader and was not able to exert this internal motivation until I attended college. My very first experience began in my sophomore year at the University of North Florida, where I took initiative and became a leader in numerous campus groups, including the Psychology Club, Psi Chi honor society, and Active Minds, a national group that advocates for mental health awareness. I treasured these experiences as an undergrad-
As a current doctoral student, I continue to be an advocate for the counseling profession by being actively involved in numerous local, state, regional, and national counseling organizations. As the current Sigma Phi Sigma Professional Development Chair at Argosy University, Washington DC, I enjoy encouraging students to take initiative and become advocates and leaders themselves.

In addition to serving in my university’s Chi Sigma Iota chapter, I also serve as a Graduate Student Committee Member for the North Atlantic Regional Association for Counselor Education and Supervision (NARACES), which allows me to advocate and enrich the experiences of graduate students in counseling education and supervision programs. I am also actively involved in the American Counseling Association (ACA), serving as a conference proposal reviewer for their 2015 conference, while also serving as a mentor for the recently developed mentoring program. While serving as a leader is a great passion of mine, I also advocate for the counseling profession by presenting various topics related to counseling at numerous conferences. Presenting at these conferences allows me to network with other counseling professionals and better to understand my role and contribution as an advocate and leader in this field.

As a Latino woman, I value the promotion and awareness of multicultural and diversity issues in the field of counseling. In the past year, I have devoted much of my time to promoting Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ) issues related to counseling. Apart from creating the on-campus LGBTQ group and serving as a leader in that group, I have also devoted my time to publishing newsletter articles with several counseling organizations that highlight the importance of advocating for LGBTQ issues in the field of counseling. Advocating for multicultural and diversity issues is an important part of my counselor identity.

As my journey continues and I continue to grow professionally, I am increasingly motivated to become more involved as an advocate for the counseling profession. My future plan includes maintaining leadership positions among the counseling associations I am currently involved in. In addition to this, I would like to continue writing and publishing articles that advocate for mental health awareness, diversity, and multicultural issues in the community. Finally, I hope to continue to encourage and support students and counselors to begin their own journey as advocates and leaders in this stimulating field.

Reference and Resource Index

- **pp. 4-6 (Cashwell)**
  - CACREP: [www.cacrep.org](http://www.cacrep.org)

- **pp. 9-11 (Chang)**
  - Goldbaum, R. I. (February, 15, 2008). *Transitions in leadership.* Association for College Honor Societies Annual Council Meeting, St. Louis, MO.

- **pp. 12-16 (Lawson)**

- **pp. 17-19 (Shannonhouse & O’Hara)**
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Chi Sigma Iota
P.O. Box 35448 | Greensboro, NC 27425-5448 | (336) 841-8180
www.csi-net.org | info@csi-net.org

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