Counselors, Leaders, Advocates
The Next 30 Years of CSI!
Editor Insights

Celebrating the 30th Anniversary of CSI became bittersweet this year as we had to say goodbye to CSI Executive Director Dr. Jane Myers. Although many of us knew her from her work as a counselor educator, researcher, and leader in the counseling profession, it only took one conversation with her to know that her heart belonged to Chi Sigma Iota.

During her memorial service on January 17, 2015, CSI President Dr. Craig Cashwell offered remarks on behalf of CSI. He noted that the word “passion” was connected with Dr. Myers consistently in regards to her work with CSI and that CSI’s mission to “promote scholarship, research, professionalism, leadership, advocacy, and excellence” described Jane Myers as well.

For many of us, she was also a mentor. She never backed away from the role and offered advice only when requested and then from a place of experience and wisdom. This is only one aspect of Dr. Myers that will be missed.

In recent CSI meetings and conversations, I know that Dr. Myers was excited about CSI’s future and how CSI will shape the next 30 years in the counseling profession. Although her guidance into the future will be missed, her legacy reminds us to live CSI’s mission. For a life well-lived, we thank you Jane Myers!
A Season for New Beginnings
by Craig S. Cashwell, CSI President

As I type these words to meet my deadline for a spring issue, I am looking out my bay window at a cold winter morning and reflecting upon seasons, a common theme for my internal musings these days. I write this in the "bleak midwinter," but you likely have hints of spring as you read this. Spring is a time of new beginnings followed by the fullness of life in summer. But, as autumn approaches, the leaves begin to change color, wither, and fall to the ground. This is followed by a time of quiet, of hibernation as it were, as all of creation waits for the new beginning marked by the buds of the next spring. This is the cycle of our world….and of our lives.

Having crossed the “50 mark” and being firmly in “the sandwich generation” as I work to co-parent a 14 year-old, nurture my marriage, and care for an aging parent and an aging in-law, I think a lot about seasons of life as well. Last night, my family went to a rock concert (The Black Keys, if you’re wondering) and, for a few hours, I felt very young as I sang and danced. This morning, after a short night, I don’t feel quite as young. Last night and this morning….different seasons.

Much of this musing is occasioned, I suspect, by the untimely death of our Executive Director, Dr. Jane E. Myers, who was also my colleague at The University of North Carolina at Greensboro for 15 years and, more importantly, a dear friend. Please read the reflections of our Editor, Dr. Donna Gibson, on Jane’s life elsewhere in this issue. Rest in peace, my friend.

This is my final newsletter article as President of CSI. Though I will continue to serve in this capacity through the end of May, writing my last article gives me pause to reflect about seasons, including my personal seasons, the seasons of those I hold dear, and the seasons of this vibrant organization.

With much activity around selecting Leadership Fellows and Interns for the coming year, choosing award recipients, providing ongoing webinars, supporting chapter initiations, and managing the day-to-day activities of running a professional organization, the bleak midwinter is hardly a time of hibernation for CSI. At the same time, our focus begins to shift a bit in preparation for the spring, most notably for CSI DayS in Orlando. Information on specific events is provided throughout this newsletter, so I will iterate here only how excited I am for the upcoming CSI DayS as CSI celebrates its 30th anniversary. In addition to the usual activities of CSI DayS, we will have a Showcase of chapters in which various chapters will highlight their work. I think of CSI first and foremost as a grassroots organization with powerful activities occurring locally at the chapter level, so I am excited for this showcase as an opportunity for chapters to highlight the important work they are doing.

Additionally, I remain excited about the webinar series. As you likely know, CSI provides a number of webinars each year. This year, CSI has provided a series of webinars on professional identity that have been well attended and well received. If you are unfamiliar with the webinar series, please visit [http://www.csi-net.org/?Webinars](http://www.csi-net.org/?Webinars) for information on upcoming webinars. Webinars are free of charge to CSI members and CEUs are provided.

Finally, because the CSI theme this year has centered on Advocacy to Strengthen Professional Identity, I want to highlight an important advancement for the profession. For some time, federal legislators have communicated concerns about inconsistent educational standards in the counseling profession and inconsistency across states in licensure requirements. This has become an impediment to parity with other mental health professionals in federal programs and created far too many nightmare stories of counselors who are fully licensed struggling to get licensed in a new state after a move.

To that end, the National Board for Certified Counselors (NBCC) has announced that, beginning January 1, 2022, they will change their educational requirements to require an applicant to hold a master’s degree or higher from a CACREP-accredited counseling program. The generous grandparenting period is being put into place to allow transition time for institutions and professionals to prepare for this important change. The change will not impact NCCs who become certified prior to December 31, 2021, and all NCCs will still
be able to apply for specialty certifications. These changes will facilitate applications for licensure in many states, enhance licensure portability, and support counselors in obtaining employment through federal programs. To support this transition, NBCC also is providing an assistance initiative for regionally accredited institutions seeking first-time CACREP accreditation for master’s-level counseling programs. Chi Sigma Iota applauds and supports this change.

In closing, as you read this, I draw near to the end of my season as CSI President. I look forward to continuing to serve through the end of this fiscal year and then serving as Past-President next year. I also am grateful to be handing the gavel to Dr. Spencer “Skip” Niles, an esteemed colleague and friend, who will begin serving as CSI President on June 1. As you may know, Dr. Niles is Dean of the School of Education at The College of William and Mary, a renowned career counseling expert, and a long-time advocate for CSI and the counseling profession. Our organization is in very good hands with Skip at the helm of the ship.

Thank you for the privilege of serving as your CSI President.

CSI DayS
2015 ACA Convention-Orlando, Florida
THEMED EDUCATION SESSIONS

Friday, March 13, 2015

Who Are You? Professional Identity Development of Students, Practitioners, and Educators in Counseling
Donna M. Gibson-7:30-8:30 AM

Professional Advocacy Competencies In Action
Victoria E. Kress-4-5 PM

Saturday, March 14, 2015

Grassroots Counselor Advocacy Using Social Media
Stephanie T. Burns & Daniel R. Cruikshanks-2-3:30 PM

Headquarters Update
by Stephen D. Kennedy, CSI Interim Executive Director

As 2015 begins, we continue our celebration of CSI’s 30th Anniversary, but we remain mindful of a heartbreaking loss. Dr. Jane E. Myers, our Executive Director, passed away on December 23, after courageously battling a serious illness for several months. She was active in CSI throughout its history and was a dedicated mentor to many of our current and past leaders.

Dr. Myers was one of CSI’s longest-serving Chapter Faculty Advisors: she spent 26 years as a CFA including 18 years as the CFA of the Upsilon Nu Chi Chapter at UNCG. She was the second President of CSI International (1987-88), and she served in roles such as Web Administrator and chair of the Chapter Development, Nominations and Elections, and Strategic Planning Committees before becoming Executive Director. Our staff appreciates all of the condolences and messages of support that we have received, and CSI members can continue to recognize Dr. Myers’ legacy by posting in our “Memorial to Members” forum and contributing to the fund for the Jane E. Myers Lifetime Mentor Award.

During these difficult months, we have been especially grateful for our members’ active participation in CSI and its programs. Our membership has continued to grow steadily with 2,363 new members joining during the past six months, so sometime this spring, a significant milestone will be reached when the 100,000th member is initiated into the society. Award nominations and proposals for CSI/ACA poster sessions, chapter grants, and Excellence in Counseling Research Grants all increased during the past year. We had another successful series of webinars this fall, and CSI members earned more than 1,000 free continuing education hours.

President Craig Cashwell’s theme for 2014-2015 is “Advocacy to Strengthen Professional Identity,” and we were glad to work with CACREP to co-sponsor a Leadership Essay Contest that focused on this theme. A record number of CSI members participated in this year’s contest, and leaders from CSI International and the CACREP Board of Directors had the difficult task of selecting award recipients in two categories: Entry-Level Students and Doctoral Students/Professional Counselors/Counselor Educators. The first-place essays by Jessica Headley and Helen Wilson are published in this issue of the CSI Exemplar. CSI also held a three-part series of webinars...
called “Strengthening the Counseling Profession” that were presented by Drs. Craig Cashwell, Donna Gibson, Melissa Luke, and Kristopher Goodrich. We are pleased that so many of our members participated in these programs and engaged in thoughtful reflection about how all of us can develop strong identities as professional counselors.

Our leaders and staff are looking forward to CSI DayS in Orlando, and this issue includes more information about our 30th anniversary events. We are especially excited for our Showcase of Chapters, which will give chapter leaders a unique opportunity to share their success stories and to network with each other. Leaders of several chapters have also worked with their state counseling associations to organize networking opportunities for all of the chapters in their states, and we were pleased to award our first set of statewide networking grants to chapters in Pennsylvania, Texas, and Virginia.

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 http://mc.manuscriptcentral.com/uccla. Our manuscript submission portal is located at http://mc.manuscriptcentral.com/uccla. You may also address inquiries to jcla@csi-net.org.

I am excited to continue working with you in the months ahead, and I encourage you to contact CSI Headquarters with any questions or feedback. Thank you for your continued support of Chi Sigma Iota.

In the beginning, there was Sister Lois! As Chi Sigma Iota celebrates its 30th anniversary, we had the privilege of getting the inside story of the evolution of our honor society from none other than CSI’s first member, Sister Lois Wedl, Ph.D. S. Lois is not only Member #1 of CSI, but she was also the very first chapter president of the very first CSI chapter, Alpha. So, it is fair to say she “was there” from the very beginning. S. Lois describes her involvement as completely unexpected and totally delightful – a wonderful gift!

Sister Lois’ journey into the counseling profession began at age 51 when she left her home of 32 years at Saint Benedict’s Monastery in St. Joseph, Minnesota. When she arrived at Ohio University, she had planned to take four courses in the Master’s Program. However, her advisor suggested that she add a course in gerontology because she very likely would be working with older persons in her religious community. This course was so new that it was not even listed in the catalogue. S. Lois agreed to add the extra course, bringing her first quarter load to five courses! The instructor of the course was a new faculty member: Dr. Jane Myers. Unbeknownst to S. Lois, taking this unexpected course resulted in life-long connections, both professional and personal, and different opportunities than she had originally planned.

S. Lois arrived on the first day of class with the title “Counseling the Elderly” written on her notebook. Dr. Myers saw that and commented, “We don’t use the term ‘the elderly.’” “Uh-oh,” S. Lois thought. “I’m off to a bad start.”

That “bad start” was the beginning of S. Lois’ deep connection with Drs. Jane Myers and Tom Sweeney, and her integral role in the creation of Chi Sigma Iota. Dr. Myers proved to be a tough but excellent teacher and mentor, and S. Lois signed up for as many of her classes as she could. Her one year at OU was extended when she realized that she did not need to earn many more credits to earn her Ph.D. She became Dr. Myers’ first doctoral student, before CSI existed, and assisted with chapter events for Sigma Phi Omega (the national academic honor and professional society in gerontology) and Rho Chi Sigma (the National Rehabilitation Counseling and Services Honor Society), which later merged with CSI.

S. Lois recalled the excitement that was ignited when Dr. Sweeney broached the subject of creating an honor society to promote excellence in counseling. At that time, 30 years ago,
no one had any idea of what was being born or how big it would become. S. Lois worked alongside Drs. Sweeney and Myers as the groundwork was laid for CSI. One day, S. Lois asked Dr. Sweeney, “When can I sign up?” And he responded, “Right now! You can write your check.” S. Lois recalls, “So I wrote my check and I was number one. I was the number one kid. The first member of this community.”

S. Lois’ commitment to CSI has been a lifelong one. In addition to being member #1, she is also Life Member #84! Through the years, she actively has served CSI in other important capacities. From 1988 – 1992, she was CSI secretary, attending many Executive Council meetings where she relished her time with many wise and knowledgeable leaders. She also served as the Awards Committee Chair from 1988 - 1995. S. Lois fiercely believes in the life-giving work of the CSI Chapters, encouraging them to submit awards and recognize the marvelous things that are happening at the local level. She remembered how difficult it was to make the selections, and how each year the accomplishments exceeded the previous ones. Her work as Awards Committee Chair set the standard for selecting and recognizing excellence within CSI.

Although S. Lois never “officially” served in the role of a professional counselor or after returning to Saint Benedict’s Monastery, the academic training and mentoring that she received have been invaluable in her roles as faculty member and residence hall director and within her community as vocation director. She personifies the spirit of a professional counselor in all that she does.

As S. Lois shared her memories and experiences with CSI, we could hear the pride and nostalgia in her voice. As she spoke about what stands out to her about CSI, she emphasized words like “affirming,” “excellence,” “life-giving,” “bonding,” and “supportive.” Most importantly, she spoke of mentorship, leadership, connections, and “…having people who believe in you and challenge you.” She reflected, “I ended up doing things I never, never, never would have dreamt I could do. It was such a holistic way of growing by being part of CSI.” She spoke admiringly of the early leaders of CSI, particularly Drs. Sweeney and Myers, whose wisdom, leadership, passion, and vision planted the seeds for what CSI has grown into today.

An important aspect of CSI’s success, S. Lois believes, is due to the leadership and involvement of members at the chapter level. We asked her what advice she would have for new CSI members, and her response echoes the mission and values of CSI: “Be passionate about what you’re doing, because each of us can make a difference…pursue excellence. If we are going to become the person we need to be, the lifelong pursuit of excellence is really important. And in order to really serve and give to others, we have to be well prepared.”

When asked if there was a particular quote that was meaningful to her, S. Lois shared a passage that she paraphrased from Scripture: “The gift you have received, give as a gift.” Clearly, for S. Lois, her involvement in CSI has been a tremendous gift, which she has continued to pay forward for the last 30 years, and we are certain, for years to come!
A lack of unity and cohesion among professionals is at the forefront of barriers that challenge the development of professional identity among students (Reiner, Dobmeier, & Hernandez, 2013). It is reported that most counseling professionals are not active members within organizations and operate in isolation rather than cohesion (Gibson, 2014). As a result, efforts to solidify and establish an identity have been undermined, and the legitimacy of the profession has been questioned (Davis & Gressard, 2011; King & Stretch, 2013).

Both Chi Sigma Iota and CACREP have equipped counselor educators with increased standards to enhance the development of strong counselor identities among students. In addition to this, King and Stretch (2013) proposed a series of efforts that would further build and protect the integrity of counselors’ professional identity. including: unifying ethical codes, training programs, supervision requirements and further developing the 20/20 counseling definition. Furthermore, research suggests that involvement in leadership roles in professional organizations has tremendous influence on one’s professional identity (Luke & Goodrich, 2010; Wester & Lewis, 2005; Reiner, et al., 2013). Such involvement works to strengthen and enhance, not only the collective identity of the profession, but the individual identities of members as well.

It is time for the counseling profession to face these discrepancies and to work together toward achieving congruence in their identities. A strong professional identity serves as a grounding point for counseling professionals, and in order to achieve this, time must be taken to align identities and to set a unified course with one another before setting sail.

References


Professional Identity: Challenges and Possible Solutions 2014-2015 Leadership Essay Contest Award Recipients

Jointly Sponsored by Chi Sigma Iota and CACREP

Professional Identity in Counseling: Setting Sail with 20/20
by Helen Wilson, Entry-level Award Recipient
Alpha Chi Chapter, Louisiana State University

"Counseling is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals.” - 20/20 Vision for the Future of Counseling

Professional identity may be viewed as a unifying force among counselors, differentiating them from other helping professionals and bringing clarity to their practice (Kern, 2014). In 2010, the 20/20 definition of counseling was created to standardize and strengthen counselor identity. The consensus of this definition was the first step in unifying and re-branding the profession (Kaplan, Taryvadas, & Gladding, 2014). Born out of an identity crisis, this initiative spoke with a voice of empowerment and ignited a movement in exploration of professional identity (King & Stretch, 2013). As a growth oriented profession, it is imperative that counselors take this opportunity to establish internal congruence and authenticity (Gibson et al., 2010; Kern, 2014).

As reflected in Chi Sigma Iota’s (1998) six advocacy themes and the Council for Accreditation of Counseling and Related Educational Programs (CACREP) Standards, studies repeatedly emphasize the value and importance of professional identity development in counselor education (CACREP, 2009; Gibson, Dollarhide, & Moss, 2010; Luke & Goodrich, 2010). To be effective counselors, students and professional alike, must work through the dissonances of personal and professional identity to establish internal congruence and authenticity (Gibson et al., 2010; Kern, 2014). Developing a strong professional identity strengthens advocacy, promotes personal congruence and wellness, and reduces burnout and compassion fatigue among counselors (Gibson, 2014).

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Promoting Professional Identity Through Unity and Membership

by Jessica Headley, Doctoral Students, Professional Counselors, and Counselor Educators Award Recipient Alpha Upsilon Chapter, The University of Akron

The most challenging issue facing the profession today falls within the realm of leadership and advocacy. Currently, there is a great need to develop and nurture leaders and advocates who will continue to advance the field of counseling—a profession that is largely misunderstood by the general public and allied professionals. More recently, this challenge has been the impetus for works by notable scholars who point to promising movement related to leadership and advocacy development that is arguably slower than warranted (e.g., Chang, Barrio-Minton, Dixon, Myers, & Sweeney, 2012; West, Osborn, & Bubenzer, 2003). How then do we, as a profession, pick up the pace so that we can fulfill our shared vision of promoting growth-fostering experiences that serve to better the lives of individuals, their communities, and the broader society?

We must unite.

Unity entails building and strengthening interlocking bridges between counseling divisions and organizations, preparation programs, work settings, and diverse individuals who are entering and serving in the field. Professional identity serves as the foundation that keeps these bridges strong and steady, no matter what forces threaten to knock them down. A strong professional identity can be witnessed in gestures of kindness, service to an organization, and client and professional advocacy efforts. How then do we, as a profession, promote a strong professional identity among each and every counselor?

We must promote the practice and promotion of quality mentoring experiences.

Professional identity is strengthened through our connections with others, particularly within mentoring relationships. Mentors who embrace a strong professional identity behave in ways that exemplify a commitment to our guiding philosophies—which emphasize normative development, prevention and early intervention, wellness, appreciation for diversity, and the primacy of the counseling relationship—and have a unique opportunity to inspire and serve as a role model for others. Current research supports the need for quality mentoring relationships among counseling graduate students and faculty (e.g., House & Sears, 2002; Magnuson, Norem, & Lonneman-Doroff, 2009; Protivnak & Foss, 2009). Thus, it is imperative that the need for mentoring be at the forefront of the minds of leaders in our counseling organizations. How then do we, as a profession, bridge the gap between mentoring research and practice to promote professional identity?

References


Check out CSI’s Member Resources!

Author Showcase
http://www.csi-net.org/?Author_Showcase

Counselor’s Bookshelf
http://www.csi-net.org/?Counselors_Bookshelf

Publications
http://www.csi-net.org/?Publications

Webinars
http://www.csi-net.org/?Webinars
CSI DayS 2015-Orlando!

by Spencer G. Niles, CSI President-elect
and Stephen D. Kennedy, CSI Interim Executive Director
Awards Ceremony

CSI recognizes excellence in counseling scholarship, research, leadership, and practice through our annual Awards Program, which includes awards for outstanding individuals and outstanding chapters. All CSI members are invited to congratulate our 2015 recipients during our annual Awards Ceremony on Friday, March 13, at 3:30 - 4:30 PM.

Showcase of Chapters

CSI's 30th Anniversary "Showcase of Chapters" will celebrate our chapters and provide an opportunity for them to highlight their activities and accomplishments. The showcase will allow chapter leaders to learn from each other, discuss opportunities for networking and building stronger chapters, and consider how to provide better services to their members. Plan to join us on Friday, March 13, at 4:30 - 6:00 PM for this special event.

CSI Reception

Celebrate CSI's 30th Anniversary and enjoy delicious food at our reception on Friday, March 13, at 6:00 PM! CSI's Chapter Development Committee has prepared a PowerPoint that will recognize each of our chapters during the reception.

Chapter Faculty Advisors Training

Chapter Faculty Advisors are essential to the development and functioning of strong CSI chapters. Our training on Saturday, March 14, at 2:00 - 3:30 PM will include presentations and small group discussions on topics of interest to CFAs.

Chapter Leaders Training

Learn more about how to become an effective CSI chapter leader by attending an interactive training session led by experienced Chapter Faculty Advisors and chapter leaders on Saturday, March 14, at 2:00 - 3:30 PM.

Delegate Business Meeting

CSI's Executive Council and staff will provide reports and important updates during our annual business meeting on Friday, March 13, at 2:00 - 3:30 PM. To remain active, a CSI chapter must send a representative to the Business Meeting at least once every three years. Participants will be eligible to win great door prizes!

Dr. Spencer Niles
CSI President-elect

Dr. Spencer Niles, President-Elect of CSI International, will facilitate our Leadership Workshop on Friday, March 13, at 10:30 AM.

During the workshop, we will celebrate 30 years of CSI by exploring how the promotion of counseling excellence encourages development of professional identity. Our staff will begin the workshop by recognizing our 2014-2015 Leadership Essay Contest Award recipients and our 2015-2016 Leadership Fellows and Interns. We will then introduce a panel of three of the most prominent leaders who have shaped the counseling profession through their dedication and service over the last half-century.

Dr. Carol Bobby (President and CEO of CACREP), Dr. Tom Clawson (President and CEO of NBCC), and Dr. Larry Loesch (Past President of CSI, 1990-1991) will discuss their views on professional identity and leadership in the counseling profession. Participants will have the opportunity to interact with the panel members and other CSI leaders during small group discussions.

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CSI Election Results

With four exemplary nominees for the offices of president-elect and treasurer, two were elected for the positions. Nominees for president-elect were Dr. Michael Brubaker from the University of Cincinnati and Dr. Richard Henriksen from Sam Houston State University. The nominees for the office of treasurer were Dr. Christine Bhat from Ohio University and Dr. Jeffrey Warren from the University of North Carolina at Pembroke. We are very appreciative of their commitment to leadership and service.

Dr. Michael Brubaker
President-elect

Dr. Christine Bhat
Treasurer-elect

Congratulations to Dr. Michael Brubaker, 2015 president-elect and Dr. Christine Bhat, treasurer-elect. Dr. Brubaker is an assistant professor and Interim Program Coordinator of the Counselor Education program at the University of Cincinnati. Dr. Christine Bhat is an associate professor in the Department of Counseling and Higher Education at Ohio University.

Welcome NEW CSI Chapters!

Alpha Nu Epsilon
Antioch University New England

Alpha Tau Sigma
Ashland University: Ashland Theological Seminary

Chi Sigma Lambda
Wayne State College

Delta Beta Sigma
The Chicago School of Professional Psychology at Chicago

PART III
Advocacy and Archives:
CSI Milestones in Counseling—
The Third Decade
2005-2014

by Laura Shannonhouse and
Caroline O’Hara

We are honored to share this third article in the milestones series for the Exemplar celebrating CSI’s 30th anniversary year! Previous articles introduced the milestones project, rooted in the Principles and Practices of Leadership Excellence (PPLE), and underscored the importance of advocacy and servant leadership (Crippin, 2005; Greenleaf, 2008) through the major milestones of CSI’s first two decades. For this last article, we specifically will discuss three PPLE’s (#2, 4, and 7) as they relate to themes from CSI’s third decade, including CSI’s investment in its members, the Leadership Fellows and Internship program, CSI’s text on leadership, and continuity of leadership.

Leaders who are committed to furthering the mission of their organization (Principle 2) understand the organization’s history and draw upon the wisdom of the past in order to encourage change that is appropriate to future needs (Principle 4). In other words, CSI leaders build upon the works of others and apply past knowledge to present and future challenges in order to articulate clear goals and objectives that are commensurate with the needs of its members (CSI, n.d.). CSI leaders are deliberate in making decisions that are respectful of the memberships’ interests and enhance the benefits to members (Principle 7).

CSI is dedicated to the development of its members, and has invested financially and institutionally in their growth. A large portion of the annual budget for CSI International is earmarked for member rebates, which are returned to the chapters to ensure that there are adequate operating funds to maintain quality professional development programs at the local level. For
instance, by 2005, CSI reached $90K in fellowships and internships, and by 2013, CSI exceeded more than $1 million in member rebates directly supporting counselor preparatory programs and the professional development of graduate counseling students.

On the international level, more than 100 emerging leaders have been mentored through the Leadership Fellows and Interns (LFI) program. Ten fellows are selected annually, two of which serve as international interns. Currently, LFIs participate in the training sessions during CSI Days at ACA and observe the process during Executive Council meetings. LFIs are appointed to an international committee and are assigned a personal mentor who provides consultation during the year. Past LFIs have held leadership positions in ACA, ACA divisions, ACA branches, accrediting bodies, certification agencies, state licensure boards, etc. Meanwhile, the CSI leadership team has modeled exceptional process through strategic planning and continued collaboration with professional counseling organizations such as NBCC, CACREP, CORE, and CRCC in working towards a unified vision for the profession. CSI continues to be a driving force in not only recognizing counseling excellence, but in intentionally defining the nature of professional counseling (i.e., wellness-centered, preventative, and developmental).

Recently, CSI has helped define and grow the profession through the creation of a leadership development textbook entitled Professional Counseling Excellence through Leadership and Advocacy (2012). Through collaborative discussions about the (lackluster) state of leadership training with counselor educators around the country who were teaching doctoral level leadership courses, Dr. Sweeney drafted the outline of a book. He asked questions such as: What is needed in leadership development? What would you consider in terms of topical areas? He then compiled the data to share with CSI’s publisher in October 2011. The text was complete just four months later. As new counselor educators, we were astonished how one could get others moving in the same direction so quickly. Dr. Sweeney responded that the contributing authors had expertise in the areas and displayed a love and passion for the profession—it was that simple.

The success of the text serves as an example of CSI’s ongoing two-pronged philosophy of advocacy: (a) advocating for the needs of clients (client/social advocacy), and (b) advocating for the ability for professional counselors to provide services (professional advocacy). As professional counselors, we entered the profession because we wanted to help people, thus client/social advocacy seems to be a natural fit (Lee, 2012). We have had national conference themes, national speakers, special issues in journals, and competencies written for client advocacy, however, there has been little awareness, passion, and focus for professional advocacy. While some progress has been made, there has not been a “coherent, cohesive, collective effort that has been sustained over time” (CSI, 2014). Recently ACA’s 20/20 Vision project has served to remedy that missing piece, as it should culminate in consensus principles for the profession. However, the presence of principles is not enough, as Dr. Sweeney points out, “Who is going to carry the torch?”

In addition to the warm reception of the new text, the success of the LFIs in current leadership positions, and continued collaboration among counseling entities, CACREP adopted a guiding statement (on Standard I.W.5a-c) just last year, “Faculty engagement with organizations such as Sigma Iota (both at the chapter level and national level), can be used to document how program faculty meet this Standard.” (CACREP, n.d.) In other words, CACREP has formalized the need for counselor educators to engage trainees in activities that promote their professional identity through CSI. Chapter Faculty Advisors (CFAs) clearly benefit their departments and programs in a multitude of ways. Now their contributions are officially acknowledged by CACREP. The ongoing commitment of CSI members, and contributions of LFIs and CFAs to CSI’s mission have built a strong professional identity, which has been further fostered by consistent leadership.

Over the past 30 years, CSI has had incredible continuity of leadership with Dr. Sweeney serving as the Executive Director (ED). It is highly unusual for an organization’s Executive Council (EC) to have access to an ED who is not only knowledgeable of, but shaped the history of the organization. In 2012, after 28 years of service, Dr. Sweeney retired from his position as ED. During that transition, the CSI Milestones task force captured his narrative regarding keymoments in the history of CSI. This project (CSI, 2014) should help us to look backward and reflect on where CSI has been and to understand the impact CSI has had on
the counseling profession. Further, when we intentionally examine our past, anyone, from an individual, to a chapter, to an international organization will have more success charting their future.

After a national search, the CSI Executive Council identified a person who has always been a CFA, has always been in a leadership position (e.g., past ACA president, past division president of multiple ACA divisions, past chair of CACREP, etc.), and has brought scholarship, particularly in the areas of gerontology and wellness, to a new level—that person was Dr. Jane E. Myers. During Dr. Myers’ tenure as Executive Director, CSI transitioned to a new online web interface, “Your Membership,” which has greatly enhanced the interconnectedness of local chapters and CSI International. The behind-the-scenes database improvements and administrative streamlining under Dr. Myers’ leadership has helped lay the groundwork for the next thirty years. Drs. Sweeney and Myers’ servant leader philosophy, vision of the future, encouragement, and heart will continue to inspire us all to contribute to the realization of a healthy society by fostering wellness and human dignity for all people.

Counselors-in-training, counseling practitioners, counselor educators, counseling supervisors, etc. soon will 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 will appear of Dr. Sweeney’s 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. Below is the third decade of major developments in the evolution of CSI. As you review them, ask yourself two questions: Where would professional counseling be without the intentional and sustained advocacy efforts of CSI? How can I help carry the torch for the profession that I love?

References

For more information: http://www.csi-net.org/?Leadership_Practices

2005-2014 CSI Milestones

2005 Since CSI’s inception in 1985, chapters have received over $300,000 in rebates to provide and support services to our members.
2005 CSI has awarded approximately $90,000 in fellowships and internships for individuals nominated by their chapters to attend CSI Day leadership development activities and to participate in year-round activities of CSI at the national level.
2007 This year, CSI institutes a new award - the Outstanding Chapter Faculty Advisor Award.
2008 The CSI Executive Council adopts the Guidelines for Chartering Chapters, which were modeled after the guidelines developed by the Association for College Honor Societies (ACHS) Taskforce. In essence, the guidelines establish rubrics to aid in assessing chapters at present and in the future on multiple criteria.
2009 CSI establishes a new service for consumers called Find-A-Counselor, which is available on the main home page.
2010 With the passage of the California credentialing law for counselors, now all states recognize professional counselors.
2010 The CSI Executive Council endorses the ACA 20/20: A Vision for the Future of Counseling common definition of counseling.
2012 CSI transitions to a new Executive Director, Dr. Jane Myers.
2013 CSI reports that contributions through chapter rebates now exceed $1 million since its inception. These funds go directly to help support counselor education programs through its chapters.
2013 CSI changes web-servers to “Your Membership,” which allows for greater networking and data management of members than ever before.
2013 CACREP adopts a guiding statement on CACREP Standard I.W.5a-c. Now the CFA’s contributions are officially acknowledged by CACREP.
2014 CSI’s peer-reviewed Journal of Counselor Leadership and Advocacy begins publication with the mission to “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.”

For more information: http://www.csi-net.org/?Leadership_Practices

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One Man’s Attempt to Write About His Professional Identity Development

by Bradley McKibben
Upsilon Nu Chi Chapter, UNC-Greensboro
It is late in the evening, and I am exhausted. On a train bound to Greensboro, North Carolina from Penn Station, New York, the steady patter of rain against my window complements the rhythmic clatter of the wheels on the tracks below. It is June 2014, and I have just left the International Interdisciplinary Conference on Clinical Supervision with a mind full of new ideas, an understanding of the current state of supervision in other disciplines and other countries, and a renewed sense of pride in how our profession utilizes supervision to nurture strong counselors. With my inner introvert tired and screaming like a child in a Walmart, I am unable to fight it any longer – my face presses ungracefully up against the glass window and I fall into a deep sleep.

Dream sequence: I walk up to a group of people at a cocktail party and am introduced by a tall man I do not recognize. “What do you do?” asks a woman in the group. I manage to squeak out, “Professional Counselor” before I am immediately interrupted, “Oh, so you’re a shrink!” bellows another man sarcastically, “Are you going to analyze everything we say?” Deafening laughter breaks out among the group as my face goes blank and my right eye twitches uncontrollably. The walls close in. Cue Pink Floyd music. Fade to black. A bump in the railroad tracks heralds a near immediate return to consciousness, rescuing me from a spiraling Lewis Carroll nightmare.

My name is Bradley McKibben, and I am a professional counselor. When it comes to my professional identity, count me among those who believe firmly in unashamedly asserting and advocating for the core values of a professional counselor identity. That is, I hold fast to notions of wellness, development, diversity, holism, and education. As a clinical mental health counselor who has worked as part of a treatment team in community mental health settings, I know how these values that have been infused into my training make me a unique contributor to client wellness. I bring a unique set of skills to the table similarly to, yet distinctly from, a psychiatrist, psychologist, social worker, or marriage and family therapist.

I do not, as it turns out, much care for it when I am called a “shrink” or a psychologist, when I am a social worker, or marriage and family therapist. When it comes to my professional identity, count me among those who believe firmly in unashamedly asserting and advocating for the core values of a professional counselor identity. That is, I hold fast to notions of wellness, development, diversity, holism, and education. As a clinical mental health counselor who has worked as part of a treatment team in community mental health settings, I know how these values that have been infused into my training make me a unique contributor to client wellness. I bring a unique set of skills to the table similarly to, yet distinctly from, a psychiatrist, psychologist, social worker, or marriage and family therapist.

My own professional identity development has not been a linear one. In fact, I figured out that I wanted to earn a Ph.D. and teach at the college level before I figured out what a counselor is. After completing a bachelor’s degree in psychology, I entered a master’s program in community counseling at the University of North Georgia (UNG). I recall reading something about the program being accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and having no idea what that meant. However, I learned quickly how counseling is a distinct discipline and how I, as a professional counselor, approach work with clients in a unique way. The faculty at UNG infused a counselor identity into the coursework, which is, in my opinion, a vital area for professional advocacy. Through strong mentorship from Drs. Clay Rowell and Teresa Fletcher, I became involved in a brand new chapter of Chi Sigma Iota (CSI; Gamma Gamma Epsilon), began to research Ph.D. programs in counselor education, and attended my first Association for Counselor Education and Supervision (ACES) conference. My master’s program laid a solid foundation for my professional identity development. What I did not know then (that I know now) is how deeply divided the profession is about what it means to be and to train professional counselors.

As I transitioned into the doctoral program at The University of North Carolina at Greensboro (UNCG), I involved myself in CSI’s Upsilon Nu Chi chapter and in CSI International as a Fellow in CSI’s Leadership Fellowship and Internship Program. My involvement in CSI has vastly deepened my understanding of professional identity, instilled a sense of pride in being a counselor, and strengthened my understanding of effective counseling leadership. Multiple CSI leaders have personally reached out to mentor me in some way over the last three years. Also, the faculty at UNCG picked up where the faculty at UNG left off by having open and honest conversations with me about professional identity and by mentoring me on how I can contribute to the counseling profession.

As a doctoral candidate nearing the end of my studies, I am much more aware of the difficult tasks facing us as a profession as we try to solidify who we are. I am aware how multiple professional organizations, including CSI, are working to build a stronger professional counselor identity, and I also am aware of how far we have yet to go. In October 2014, I watched as the accreditation standards fault line shifted, causing online professional listservs to erupt, spewing lava flows of heated opinions and thick ash clouds of misinformation.
Hundreds of commas were misplaced and many hours of productivity were lost in the cyber-clismic event. Watching these ongoing debates as a student prompts me to ponder my role in it all. As best I can tell at this point, I can say that as a future counselor educator, I will pay mentoring forward. Students with whom I interact will know what it means to be a professional counselor. I will instill respect for other related disciplines, as well as a healthy appreciation for the skills and training that those professionals bring to client care. Simultaneously, I will emphasize how counselors possess unique skills as a function of counselor education.

As my train ride enters hour seven, my appreciation for the journey is overpowered by a desire to reach the respite of my destination. Greensboro, my Shangri-La beneath the summer moon, I will return again. There must be a train metaphor in here somewhere. At an individual level, I feel that I have reached an important stop in my journey to understand professional identity, though my development is always on-going. Should a fellow weary traveler on this train ask me what I do, I feel prepared to explain concisely the philosophical roots of professional counseling. And you, dear reader, how might you answer such a question? Who are you professionally? At the collective (professional) level, it seems pertinent to pull this professional identity train into a station of consistent definition and training. A clear and consistent identity, along with training based on that identity, seems pretty important so that clients are better informed about the services that they are receiving. Until then, we meander on.

Editor’s Note: Bradley McKibben is completing his doctoral studies this year and will be integrating the identity of counselor educator with his identity as professional counselor. He was asked to write about his professional identity development as a candid perspective about this process that is not depicted typically in the professional literature. Thank you Mr. McKibben for allowing us to take a peek at your journey with many well wishes as your “train” takes off for a new adventure!
SARAH CAMPBELL

Early in my graduate training, I experienced chords of resistance and feelings of irritation when addressing the topics of multicultural diversity, social justice, and advocacy. I remember feeling disturbed by these feelings, but unsure of their roots. As I reflect back on those experiences and the accompanied feelings, I understand them as appropriate and pivotal to my journey of becoming an advocate. As defined by Freire (1970), I reached a place of critical consciousness and systemically for my clients within the profession of counseling.

As a counselor educator and supervisor, I envision supplementing didactic instruction with co-collaborative, critical pedagogy to facilitate growth along the continuum of social justice advocacy by counseling trainees and current professionals. I see myself serving as an advocate by continuing to present at conferences on topics related to social justice, advocacy, and identity development. Additionally, I envision myself continuing to advocate as a participating member in professional associations and holding leadership roles within those associations to further facilitate sociopolitical change within the profession. Finally, as a counselor educator and supervisor, I intend to model for students the skills, attitudes, and application of social activism consistent with instituting social change.

Serving as an advocate in scholarship and as a counselor educator and supervisor facilitates my possession of awareness, knowledge, and skills essential to intervening both individually and systemically for my clients within the counseling relationship. To effectively serve as an advocate in a counseling capacity, I see myself guiding clients to recognize the influence of social context on their development as well as their experiences of oppression and injustice. Appreciating the liberating and empowering impact of critical reflection – even through this exercise, I further envision helping clients to consider systemic discrimination and identify tools they may use to successfully address the oppression that constrains their wellbeing.

BREANNA CROWLEY

As a scholar, I envision advocating and giving voice to the knower/participant through conducting research and presenting the findings. More specifically, I envision studying gaps in the professional counseling literature that further investigate privilege and oppression as intimately connected and inhibiting to the client, academic institution, counselor educator and supervisor, professional counselor and counselor trainee. I expect advocating as a scholar will increase awareness, promote liberation, and empower advocacy among all systems within the profession of counseling.

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stereotypes and isolation an individual may feel when dealing with their sexuality. I can draw upon what I have learned from school, studies, individuals, and my personal life to educate and bring awareness to others. I plan to help on the individual level by offering counseling to the LGBTQ community. After gaining clinical experience, I plan to return to school for my doctorate in Counselor Education so I can help guide and teach others who wish to become counselors.

I will not just fulfill the written requirements that outline the career of a counselor, but rather go beyond that by making a difference, empowering others, and being a voice of change. I personally feel that I would be doing an injustice by not advocating and using my voice for change given my position and ability to do so. Standing around silently as someone is being bullied does not mean you are not a bully, just as much as having the ability to voice change and empowerment does not make you an advocate when you do nothing with it.

CONSTANCE HUNT

Advocate is not just a verb; it is also a noun. It is not just what we do; it is also who we are. It is the way that we live, breathe, and walk through this earth. It is the messages that we spread and the energies that we share. It is helping people see that they are not alone in this struggle. It is kindly educating ignorant voices and spreading awareness about the things that some people just do not yet understand. It is standing up in the face of injustice, holding the hand of those who walk alone, and speaking up for those who suffer in silence or fear their own voices.

As Mary Pipher states in Letters to a Young Therapist, counselors can help clients see the way they are both impacted by and impactive on society and can help them “develop richer inner lives and greater self-knowledge. It teaches clients to live harmoniously with others. And it enhances existential consciousness and allows people to take responsibility for their effects on the world at large.” We are all part of one system in conjunction with our environment, and we must not ignore the pivotal influence that each of us has “on others, on the earth, and on generations to come.” While still entirely human and as susceptible to human struggling as all others, I have the incredible opportunity as a counselor to not only make positive changes within myself as an individual, but to also help others make positive changes as well.

People are people - each of us unique and equally deserving of love, understanding and compassion. We have all come from different places and will travel in different directions, but we all deserve to feel a sense of belonging within the world. We did not have the choice of where we were born or the circumstances within which we grew up, but we all have a right to be at peace with ourselves and to be understood. As a counselor, and as a human, I seek to be a positive influence, to raise people up, and to help them see that they have the power to also be a positive voice and make positive change within the world. We all have the power to be advocates - no matter who, what, or where we are - and I, for one, refuse to sit still or remain silent.

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