CSI Celebrates Ten Years of Excellence and Professionalism in Counseling

Courtland C. Lee
CSI President-elect

Chi Sigma Iota celebrated its tenth anniversary of excellence in counseling through diversity and unity as part of CSI Day activities at the 1995 ACA Convention in Denver. The celebration highlighted a day full of activities dedicated to excellence and professionalism in counseling.

Orientation

The day began with an orientation for the 1995 CSI fellows and interns. Two interns and ten fellows were given an overview of leadership responsibilities for the coming year by Geoff Williams, a 1994 intern. He was joined by CSI President Judy Miranti and Executive Director Tom Sweeney and other national leaders who welcomed the interns and fellows to a year of leadership activities.

Leadership & Scholarship

Former CSI President Dr. Rose Cooper then conducted a leadership development workshop. Dr. Cooper provided workshop participants with an orientation to the CSI Leadership Handbook and led activities focusing on the nature of active involvement in CSI at the chapter level.

CSI Day continued with Garry Walz, a CSI Scholar, conducting a workshop on scholarship. He discussed ways to promote scholarship and shared reflections on his career.

Chapter Development

Following the workshop on scholarship development, Connie Fox coordinated focus groups on chapter development. These sessions were devoted to the exchange of ideas on issues of concern as well as interest to chapters. Participants had the opportunity to get information on newsletters, fundraising, applying for awards, the role of assistants to the executive director, chapter programming, and activating and re-energizing chapters.

Anniversary Celebration

The major feature of the day, however, was the combined tenth anniversary celebration of CSI and the eighth annual awards ceremony. CSI Awards Co-Chairs Lois Wedl and Joseph Ososkie and their committee did an excellent job of staging this event. Awards were presented in the following categories: outstanding newsletter, outstanding individual program, outstanding chapters, outstanding entry level student, outstanding doctoral level student, outstanding service to chapters, and outstanding practitioner. In addition, the 1995 CSI Intern and Fellow Awardees were acknowledged as part of the awards program.

The tenth anniversary program was truly a celebration of both the accomplishments and leadership of the first decade of CSI. The celebration reflected the theme "Excellence in Counseling Through Diversity and Unity." The beginning of CSI was commemorated by recognizing each of the charter chapters. A decade of leadership was also recognized as part of the celebration. Tom Sweeney was honored for his vision, wisdom, and commitment to the counseling profession in founding CSI and for his on-going work as Executive Director. Each of the past presidents was similarly recognized for his or her unique leadership contributions to the establishment and growth of CSI. In addition, ten years of scholarly excellence was honored. The CSI Scholars were recognized for their achievements and contributions. Scholars in attendance at the celebration included Joanne Harris Bowlsby, Ed Herr, Thelma Vriend, and Clemmont Vontress. The celebration concluded with CSI President Judy Miranti passing the gavel, signaling the start of the second decade of CSI.

CSI day ended with a reception that gave chapter representatives and guests the opportunity to socialize, network, congratulate award winners, and celebrate ten years of professional excellence in counseling. The reception concluded with members ready to tackle the challenges and seize the opportunities of the next ten years of CSI. Congratulations and gratitude to all who made CSI Day 1995 a great success!
Collaboration: The Key to Professional Enhancement

Judith G. Miranti
CSI President

Chi Sigma Iota has become the thriving professional honor society that is it through living its mission, sharing the vision of its leaders and members, and seizing every possible opportunity to recognize excellence. The collaboration efforts with other counseling entities have served to enhance our Society, promote our mission and achieve our goals. Our Tenth Anniversary Celebration in Denver captured the essence of our brief ten year history as we honored charter chapters, thanked past-presidents, recognized scholars, and awarded plaques and certificates to outstanding members, chapters, fellows and interns. This is what Chi Sigma Iota is all about.

Continued Collaboration

As we begin our next ten years, which will bring us into the twenty-first century, continued collaboration will not only be the key to professional enhancement but also could become the cornerstone for our Society. Working effectively in an apolitical environment enables Chi Sigma Iota to accomplish what other counseling entities strive to accomplish. Without the constraints of an interest-laden governance structure, Chi Sigma Iota can go about its work of advocating for excellence in training, practice and research through collaborative efforts with various organizations including the American Counseling Association (ACA), the Council for Accrediting Counseling and Related Educational Programs (CACREP), the National Board for Certified Counselors (NBCC), ERIC/CASS, and the American Association of State Counseling Boards (AASCB). We realize that collaboration is a two way challenge. We must be willing to give of our talents and gifts as well as to receive valuable input and recommendations from our colleagues. New ways of interacting and interfacing are being explored, and projects are being pursued which will benefit and increase our services to the membership.

Year as President

Serving as your president this past year has been an honor and a privilege. The Executive Council was dynamic and open to the many possibilities for growth. We had opportunity to meet with other counseling entities in a strategic process, to enter into new collaborative endeavors, and to receive input from members regarding ways to enhance Chi Sigma Iota. By being shareholders together, we will continue to further the cause of excellence through collaboration - thus enabling Chi Sigma Iota to advance and claim its place among the associations who advocate for and recognize excellence in the counseling profession.

Farewell

My farewell to you is only a promise to continue to remain involved, to advance the mission of CSI, and to encourage emerging leaders. As I pass the gavel to Courtland Lee, I am inspired and encouraged by his new thrusts, his capable and proven leadership, and his willingness to explore and cultivate international involvement in Chi Sigma Iota.
Update from Headquarters

Thomas J. Sweeney
CSI Executive Director

New Members

In the area of membership, both new and renewal goals for last year were exceeded. We currently have over 5,000 active members. While numbers of chapters and members are not our primary measures of success, they are important indices of our progress toward a commitment to excellence in practice and preparation by those in our profession. Just over 12,000 individuals have been initiated into the Society. As our poster says, "CSI is more than a line on your resume." Active membership by all who are initiated is our ultimate goal. As a consequence, we are preparing to do an even better job of serving our chapters and members.

Modifications at Headquarters

As reported in the last issue of the Newsletter, there have been a number of modifications in the operation of the headquarters' office which have resulted in significant changes in our capacity to respond to requests for service. As noted in Robb Adams' treasurer's report on page six, we are financially sound and now have an investment strategy which provides both flexibility and the greatest gain for our long and short term assets. This past year has been one of consolidating, organizing, and positioning for new activity and effectiveness. The result is more time for existing and new activities.

Regional Chapter Facilitators

One of my hopes has been a better system for serving chapters. As a consequence, we wish to establish a network of regional chapter facilitators through whom headquarters can interact with chapters geographically. The Association for Counselor Education and Supervision (ACES) has five regional organizations which meet each fall. We would like to have a CSI representative at each of these meetings to encourage collaboration among existing chapters, strengthen struggling chapters through leadership training, promote new chapters, and support ACES and university initiatives. As noted in Robb Adams' treasurer's report on page six, we are financially sound and now have an investment strategy which provides both flexibility and the greatest gain for our long and short term assets. This past year has been one of consolidating, organizing, and positioning for new activity and effectiveness. The result is more time for existing and new activities.

CSI & CACREP Programs

I was pleased to note that more than half of the 100 plus counselor education programs accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) have CSI chapters. At the showcase of CACREP programs in Denver, specially designed CSI/CACREP blue ribbons were displayed proudly by those programs which had the distinction of both signs of commitment to excellence. In the future, we hope that we will be able to contribute ribbons to all of the CACREP programs because of their affiliation with CSI.
CSI Day for Fellows and Interns

Geoffrey Williams
CSI Intern

In what has emerged as a tradition, Chi Sigma Iota hosted the annual CSI day in April at the American Counseling Association Convention in Denver, Colorado. This day included several important components including the business meeting of the Executive Council, the Awards Ceremonies, and a reception that ranked among the best of any at the convention. By the end of the day, there was an atmosphere of warmth and celebration as novice and experienced members converged with the common purposes of leadership and scholarship within the community of the counseling profession.

Fellows and Interns

A primary focal point throughout the day was the recognition of this year’s fellows and interns. Ten leaders who have distinguished themselves through accomplishment and vision in their own chapters were chosen after a rigorous selection process that invited applications from CSI’s 143 chapters. Woven throughout the day were threads of celebration and nurturance as they participated in focus groups and skill building workshops designed to enhance their roles as leaders and facilitate growth in local chapters.

The 1995 fellows include Michelle Bardugon, Epsilon Mu Chi, Montana State University at Billings. The interns are David Letiecq, Rho Theta, George Washington University; Jeffrey Mostade, Beta Chi, John Carroll University.

Excitement and Expectations

Each of the fellows/interns brought excitement and enthusiasm to the convention; many also brought expectations. Almost all noted the hope of broadening professional networks and identifying some strategies to address chapter problems such as methods to increase and further involve membership within the chapter. Eager to echo this theme, Kathy Blanton reported that her chapter wanted to increase membership involvement in chapter activities on both student and practitioner level, begin networking with other universities to help sponsor new chapters, and participate in at least one community project. She went on to add, “As chapter president, I hope my participation here as a fellow will help to continue to build our chapter and tap into some of the wonderful talent that exists in our area.”

In anticipation of these types of needs and expectations, the CSI Executive Council planned a full day for the fellows/interns. This included a thorough orientation, leadership and scholarship workshops, and focus groups that targeted problem areas common to most chapters. As a means of providing tangible building blocks for personal and professional development, these seminars engaged all participants in an active dialogue relative to their concerns. Many fellows & interns cited the focus groups as the most beneficial part of their experience. Nicole Mann explained, “The focus groups by far were the most beneficial to me. It was very helpful to have discussions with the other fellows and feel a sense of support as we struggle with some of the same fundamental issues.”

Goals

Underlying the stated goals of enhancing the functioning of the local chapter and increasing professional and personal support systems through networking was often the desire to improve leadership skills. Astri Zidack cited “improved leadership skills and the ability to utilize these skills in all areas of life” as what she hoped to gain from her experience as a CSI fellow. Intern David Letiecq added that he hoped to benefit from the experience by “obtaining a breadth of knowledge (field-specific, CSI mission, etc.) that will help me grow personally and professionally.”

CSI Booth

In the days following CSI Day, the interns/fellows were free to enjoy the convention (for many a first time experience), and all helped to staff the CSI booth in the exhibit hall. This proved to be an unexpected benefit because it provided a broader opportunity to network with CSI members from around the country on a one-to-one basis. Stephanie Dunesnil stated that while working at the booth she gained “knowledge and connections. What a pleasure it is to meet and get to know people from across the nation who share my interests and ideals. In just the first few meetings for the fellows, I gained insight that will benefit our chapter.”

By the end of the fellowship experience, Christine Shultis reported that “the support and ideas from other fellows and interns have been a tremendous benefit. It has been wonderful to share ideas and programs as well as hear how motivated and involved people are in CSI.” Michelle Bardugon added, “I’m so glad I applied to become a fellow; I almost didn’t but decided nothing ventured, nothing gained.” The whole experience has been great!”

Quality Experience

Nothing more than the comments of those who participated in this experience speaks to the quality and richness of being a CSI fellow/intern. The very spirit of the organization is crystallized in these ten individuals every year, for as CSI nurtures and supports the individual, it helps to mold leaders in the profession. It goes without saying that all who are eligible are invited to apply for next year’s awards. See you in Pittsburgh!!!
The time has arrived once again to recognize those who have performed above and beyond the required to make a significant impact on student and professional members. Choosing one Chi Sigma Iota chapter to receive the "Outstanding Chapter of the Year" recognition is very difficult. This year, once again, we honored two winning chapters as both were remarkable. The Mu Tau Beta chapter of the University of North Carolina at Charlotte and the Eta Delta Chi chapter of Vanderbilt University at Nashville were chosen as the "CSI Outstanding Chapters of the Year."

Highlighting a few of the significant happenings at each chapter is all that space will allow. You may be assured, however, that much more could have been said. I wish to thank Meredith Harris at UNC-Charlotte and Dick Percy at Vanderbilt University for contributing information regarding their CSI chapters for this article.

Mu Tau Beta Chapter
Mu Tau Beta has maintained 51% of their initial membership from 1993-1994. There is an accurate data base maintained so that all members may be kept current as to their membership status. Reminder letters are sent when it is time for membership renewal, and dues are kept current.

Programs
The Executive Board of Mu Tau Beta meets each month to plan ongoing programs and events. One initiation ceremony was hosted by the board and featured Judith Miranti as guest speaker. Some sample scheduled programs for this year included a "Mentoring Program," "INFO '94," "The Alumni Resources Network," a co-sponsorship of speakers with the counseling center, and both formal and informal meetings.

Newsletter
A bi-monthly newsletter goes out to Mu Tau Beta members, all faculty in the Department of Human Services, and extra copies are left for other counseling students. Feature articles written by faculty members and other selections provide consistency and interest. Two of the articles recently featured in the newsletter were "Counseling Persons with HIV Disease: A Personal Reflection" by Dr. Barrett and "Counseling: The Spiritual Dimension" by Drs. Burke and Miranti.

The primary social activities at Mu Tau Beta this year were a "Welcome Back" open house at INFO '94, a holiday social, and an "End of the Year Reception" to honor all graduates. "Study Breaks" held in February and March were also a hit.

Mu Tau Beta also participated in various activities. They hosted the Southern Association of Counselor Educators and Supervisors in Charlotte and made food, brought decorations, set up and hosted luncheons and receptions, ran registration, and assisted with errands and equipment requests. In addition a book drive to build up the counseling section of the UNC-Charlotte Library resulted in the donations of over $1000 worth of up-to-date books and journals. A very successful "Silent Auction" was sponsored by Mu Tau Beta to raise money.

The meetings, activities and events mentioned here are but a small part of what makes Mu Tau Beta a great CSI chapter. Congratulations to all of you for a job well-done!

Eta Delta Chi Chapter
The Eta Delta Chi Chapter meetings are open to the public, and announcement flyers are mailed to current and prospective members as well as posted throughout the campus. Free refreshments and a social time both before and after the meetings enable students and professionals to build the networking skills and ties needed for maintaining a strong counseling profession. Mixers are also held at various times during the school year to provide further getting acquainted opportunities.

Workshops
Each year, during the initiation ceremonies, members are asked to recommend topics that they believe would enhance their education. Using these suggestions, the executive committee draws on the many talented professionals in the area to use their expertise in presenting workshops on these various topics. Their entire mailing list is then received advertising all the ACA/CSI sponsored workshops spanning the entire Tennessee and Southern Kentucky areas. Four full-day workshops, with record "on-site" attendance for any ACA workshop held, were offered in this manner and co-sponsored by Eta Delta Chi.

Services
The mentor committee of Eta Delta Chi pairs volunteering second year graduate members with any interested first year students. Questions are then answered regarding any upcoming events, classes, and assignments; informal help is given as needed. This is especially beneficial to students coping with the pressures of selecting internships, facing final exams, and meeting departmental requirements.

Eta Delta Chi chapter newsletters provide a calendar of upcoming events and publish abstracts provided by students who are proud of their academic research, thereby helping other members understand the quality of work produced in the program. Articles are also run on timely subjects such as preparing for exams, introducing new faculty, and summaries of recent conventions.

Accomplishments
In conclusion, a brief list of some other happenings at Eta Delta Chi this year include sponsoring attendees to the ACA conventions, pur-
A Financially Active Year

Robb Adams
CSI Treasurer

Financially, this has been an active year for CSI. Income has been strong, and wise expenditures of funds has enabled us to improve the way we do business. Investment strategies have been implemented. Our fiscal year ends on May 31, and as of this writing in mid-May, our income has been $129,000, with expenditures approaching $102,500.

Expenses for the past year have occurred in the following categories:

- Chapters (rebates, initiatives) $18,500 18%
- Members (newsletters, postage) $25,200 25%
- Public Relations $3,900 3%
- Governance (committees, elect.) $6,600 6%
- Special Projects (ACA library, video project) $6,600 6%
- Personnel $25,800 25%
- Headquarters (printing, supplies, equip.) $16,500 16%

Increased Expenses

We have experienced an increase in chapters and members this year. Along with these increases came increases in expenses for things such as postage, copying, office equipment, chapter renewals and ongoing communication with our local chapters. Other expenses adding to this year's budget include last year's convention, strategic planning, and payments for the Scholars' Video Project and the ACA Library.

Investment Portfolio

A significant step in securing our financial stability for the years to come was taken this year as we established an investment portfolio with Richard Whitley of Investment Management Services. Money that was formerly sitting in a Certificate of Deposit, along with other funds, was placed in long term ($50,000) and short term ($25,000) investment accounts. Our current cash flow permits us to do this and still pay the monthly bills and provide rebates to chapters with confidence.

Efficient Management

I cannot praise the efforts of Kelly Rowland, our administrative assistant, enough. Through her efforts, financial matters of chapters and individual members are being dealt with in a timely and efficient manner. Our cash flow is healthy, and bills are paid on time. As our financial year comes to a close, CSI is on solid financial ground.

Next Year's Budget

Looking ahead to next year, several important expenditures warrant our attention. Items that next year's budget must handle, in addition to our normal operating costs, include this year's convention expenses, the June strategic planning meeting, the ACA Market Survey donation ($2,500), the ACA Library donation ($500), and payroll increases to our capable and deserving staff.

Raises for Headquarters' Staff

Two decisions were made during our Convention meetings regarding financial remuneration for our Headquarters' staff. The Executive Board voted to provide Kelly with a raise of about 7% for this next year as well as a bonus for her extraordinary efforts on behalf of the Society in this her first year of work with us. And finally, the Board voted to invest $20,000 in an annuity fund for Tom Sweeney. In the past, Tom has received an income of $5,000, annually, to cover the cost of travel and other expenses incurred related to his CSI duties. We felt it was time to compensate Tom for the tremendous amount of work he accomplishes for CSI. Investments to an annuity for Tom will be made annually as CSI income permits.

Gratitude

I would like to close this report with some final words of thanks to Tom Sweeney and Kelly Rowland for all of their support and continued communication this past year. Headquarters becomes more efficient every day. Through their efforts, we are able to turn our attention from finances to the mission and membership of CSI, which is where our attention should be focused.

CSI Initiates Strategic Planning

Jane Myers
Chair, CSI Strategic Planning Committee

Dr. Judith Miranti, 1994-95 CSI President, initiated a process of strategic planning for the international society in the summer of 1994. The process began with the appointment of a strategic Planning Committee (SPC), which met with the CSI Executive Council and leaders of the counseling profession for two days to discuss issues facing the counseling profession. The organizations represented at the meeting included the American Counseling Association and some of its divisions, including the Association for Counselor Education and Supervision, the National Board for Certified Counselors, the American Association for State Counseling Boards, and ERIC/CASS. Subsequent to that meeting, the SPC met with the Executive Committee to begin writing CSI's first strategic plan.

The strategic plan includes a statement of CSI's vision, mission, and identity. These statements were approved by the Executive Council at the Denver meeting in April, 1995, and were distributed to chapters at the annual business meeting. These statements and purposes are included below.

The next stage of the strategic planning process includes the revision of proposed statements of fundamental purposes and the development of an operational plan through which CSI can begin to achieve its fundamental purposes. The next step will be com-
Update from Headquarters

(Continued from page 3)

Initiatives which foster a commitment to excellence as well as a variety of other activities.

This has been a plan for some time, but circumstances did not permit its being implemented. I would like to take this opportunity to ask for volunteers to assist in the implementation of a new CSI network of regional chapter facilitators. The five ACES regions are: North Atlantic, North Central, Rocky Mountain, Western, and Southern. If you customarily attend one of these regional meetings or plan to do so in the next year, please let me hear from you if you would be willing to devote a portion of your time there as a representative for CSI. Headquarters will provide materials, information, and guidance on what and how to do what is needed. We will provide funding for telephone and postage related to contact with individuals and chapters within the region. To the extent possible, we also wish to encourage electronic mail networking among members, chapters and headquarters (more about this in the future).

Reach Out to Practitioners

It is difficult to know how many masters or doctoral degree professional counselors are professionally employed in this country and abroad. It is likely more than 150,000. We can estimate that the number of counselors-in-training are in the thousands as well. We have observed that chapters with practitioners among the leadership benefit from stability, mentoring, and networking that student-only chapters may lack. (Many students, however, especially in doctoral degree programs, are professionals who are seeking advanced degrees and certificates.) We wish to encourage chapters to reach out to the practitioners in their areas to become involved with local chapter activities. Chapters are obliged to have at least one initiation each year. Some of the more successful chapters have initiations twice each year. They benefit from the synergism of new ideas, new energy, and distributing the work among more individuals for shorter spans of time. Several chapters provide service not only to their counselor education programs but to the community as our awards to chapters revealed again this year. More than a line on the resume, they are providing valuable service.

Our Vision Continues

The vision which guided the initial development of CSI in 1985 remains vital today: a Society of thousands of individuals in the future who because of their dedication to excellence become a hallmark of professionalism among the helping professions. It is entirely possible that on the occasion of our twentieth celebration in the year 2005 that we will have well over 30,000 persons initiated and a membership larger than the largest division within the American Counseling Association today. The sooner we realize that potential, the sooner that we can be an even greater positive influence for the benefit of the profession and those it serves.

Chapters of the Year

(Continued from page 5)

Chasing a stately CSI banner, displaying an events poster recapping convention happenings, selling Chi Sigma Iota T-shirts and sweatshirts, purchasing a video camera, wiring of closed circuit TV for use in the program, starting a video library with teaching aids, and purchasing a commercial teaching video. There is no doubt that Eta Delta Chi is an Outstanding CSI chapter and well deserving of this special recognition. Congratulations!

The Chi Sigma Iota Counseling and Professional Honor Society International is very proud of all its chapters and members. There are many more of you who should be recognized as you are an asset to the counseling profession. Keep up the good work. You are making a difference!

Strategic Planning

(Continued from page 6)

Completed within the next few months, and the plan will be implemented beginning this fiscal year.

Each CSI chapter is encouraged to review the vision, mission, and identity statements and make them part of its own strategic plan.

Your input is important to CSI’s future. Please review the statements below and send any comments to the Chair of the SPC, Jane Myers, c/o 222 Curry Building, UNCG, Greensboro, NC, 27412. Thank you!

CHI SIGMA IOTA

STRATEGIC PLAN

Vision

Chi Sigma Iota is an international society of professional counselors and counselors-in-training which advances the counseling profession through leadership, research, and the pursuit of excellence in academic and clinical performance.

Mission

The mission of Chi Sigma Iota is to promote scholarship, research, professionalism, and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the field of counseling.

Identity

Chi Sigma Iota is an international honor society of counseling professionals and professionals-in-training who have dedicated themselves to the continued achievement, promotion, and recognition of excellence in scholarship, research, and clinical practice. Eligible members are those whose professional identity is counseling, who have achieved scholastic excellence in their professional training, and who as professionals have achieved recognition as counselors.
CSI Celebrates Ten Years

Fellow Michelle Bardugon provides membership information at the CSI booth.

At the annual business meeting, CSI Past-president Jane Myers gives a report for the Strategic Planning Committee.

President Judy Miranti passes the gavel to President-elect Courtland Lee.

President Judy Miranti talks with Past-President Rose Cooper at the CSI Reception.

Past-presidents Carol Bobby and Nicholas Vacc visit with guests at the CSI Reception.

Lois Weall is presented a plaque in appreciation for the excellent job she has done as Awards Chairperson for eight years.

Past-president Nicholas Vacc, President Judy Miranti, President-elect Courtland Lee, and Executive Director Thomas Sweeney present awards at the Awards Ceremony.
CSI Recognizes Excellence

Lois Wedl
Awards Chairperson

New Award

Celebrating Thomas J. Sweeney as the first recipient of the newly established CSI Thomas J. Sweeney Professional Leadership Award was one of the highlights of the Awards program held during the 10th Anniversary celebration in Denver. This award has been established to recognize and honor persons who, through their vision, leadership, and concern for others, have strengthened, expanded, and enhanced the counseling profession at a local, state, or international level. The award is named after Thomas Sweeney, founder of CSI, as a tribute to his outstanding leadership and contributions to the counseling profession.

Individual Awards

Jan Kratochvil (University of North Alabama) and Toni Morris (Vanderbilt University) received the Outstanding Service to Chapter Awards. Jan Kratochvil’s ability to empower others was identified as one of her special gifts. Toni Morris’ ability to network and conceptualize topics of interest for members and for the professional community resulted in stimulating monthly meetings for the Springfield, Tennessee area.

Shirley Lathem, Certified Chemical Dependency counselor and member of Alpha Upsilon chapter, received the Outstanding Practitioner Award. Besides her work at One Step, Inc., Shirley, a guest lecturer at the University of Akron, presents regularly to groups in residency programs, hospitals, and schools.

The CSI Graduate Award recipients share several things in common: outstanding scholarship, leadership in CSI, and involvement in professional responsibilities beyond the counseling program. Charlene Reed, Rho Chi Epsilon chapter, is a student board member of the Virginia Association of Marriage and Family. Carol Dice Varhuist, Upsilon Nu Chi chapter, is secretary/treasurer of the North Carolina Association for Adult Development and Aging. Patricia Galatas Von Steen, recipient of the CSI Doctoral Level Student Award, also from Upsilon Nu Chi, is involved in several major research projects funded by the National Board of Certified Counselors.

The CSI fellows and interns also received plaques. The fellows and interns are highlighted on page four of this newsletter.

Chapter Awards

Alpha Chi chapter received the Outstanding Newsletter Award. The quality of the publication, the selection of articles, and the cross-section of members receiving it were highlighted as outstanding by the awards committee members.

Beta Chi’s Wellness Conference was chosen as CSI’s Outstanding Program. Besides having a keynote address, a call for proposals was sent to other CSI chapters. Round table discussions during lunch facilitated by faculty persons from John Carroll University provided networking possibilities.

Eta Delta Chi chapter and Mu Tau Beta chapter were chosen as the Outstanding CSI chapters. These chapters are highlighted on page five of this newsletter.

Past-presidents Recognized

Past Rho Chi Sigma presidents received mementos commemorating the Tenth Anniversary Celebration. They included Jane Myers, Dennis Makl, Bill Richardson, Horace Sawyer, and Lois Wedl.

Special Thanks

Special recognition and thanks were given by Awards Chairperson Lois Wedl to members of the Awards Selection Committee. She thanked Joseph Ososkie who served as the Research Chair. Other awards committee members included John Hotz, Linda Lewis, Brandon Hunt, Jana Raup, Norman Bervin, Joseph Kandor, and Cathy Woodward. Marian Franklin from the University of North Carolina at Greensboro, who died on February 13, 1995, was remembered for her service on the Awards Committee from 1989-1995.

Thanks were also extended to members who assisted with the Tenth Year Celebration. Darrell Luzo from the University of Alabama in Florence helped design and order anniversary mementos. Connie Fox, from Oklahoma State University, designed the anniversary button and prepared the photo exhibit for display at the CSI booth. Billie Thomas from the University of Alabama was responsible for the 10th year slogan: “Excellence in Counseling through Diversity and Unity.”

MOVING?
LET US KNOW!

Write us when you move—preferably 6 weeks in advance.

Mail this coupon to:
Chi Sigma Iota
228 Curry Bldg, UNCG
Greensboro, NC 27412-5001
In my research with emergency workers, I have often heard firefighters say, "I can not talk to people outside the fire service about the things I experience because they will not understand." I have always thought I understood what these firefighters were saying. However, as a counselor I believed that with my empathic understanding I could indeed appreciate their experiences. After spending 48 hours in Oklahoma City following the recent bombing, I now have a better understanding of what firefighters really mean. Having been in that place, seen the destruction, and heard the voices of emergency responders as they described their contacts with victims and their families, I now have an insight that I could not otherwise have known. The firefighters believe no one else can understand because they themselves cannot possibly find the words to describe their own overwhelming experiences. Unless they are talking to someone who can understand this loss for words, then they truly are not understood.

Many Uncertainties
When I first went to Oklahoma City, I was anxious and apprehensive. There were so many unknowns: Would there be another bomb? What would I see? In what condition would the emergency workers be? If it was like the firefighters said — no one could understand — then what good would I be there? Once I arrived, there was no time for my fears. As soon as I set down my bags, I was asked to talk with emergency personnel who had spent 12 hours identifying bodies. I listened as dazed responders described scenes of horror and feelings of fear, inadequacy, and sadness. I also heard their feelings of pride and commitment at being able to "take care of their own."

My Response
As I listened, I responded to their intense feelings, trying to normalize their reactions to such a horrifying experience and empowering them in the belief that they were enough. I supported and validated all of their feelings — from rage to pride. Expressing appreciation for who they were and for what they were doing, I encouraged them to take care of themselves and to ask for what they needed. I opened myself to hear and to feel, and I mirrored back to them all I heard — in their words and in their inability to find words.

Returning Home
My experience was much the same with additional groups that followed, and I left Oklahoma City 48 hours later. I felt like I had been to another dimension or universe. I was surprised to hear my thoughts echoing those of the firemen: "Anyone who has not been here can not possibly understand what I have experienced." When I arrived home, friends and co-workers asked me what it had been like. I found it impossible to describe. No matter which words I used, they were inadequate. I had no words to convey my experience. I knew that only those who had witnessed what I had would have a frame of reference for what I described to them.

For several days following my return, I felt dazed, not numb — but mentally and emotionally detached. I continued to absorb the scenes and sounds. Normal, typical events seemed miniscule in proportion to what I had experienced in Oklahoma City. Things I would usually fret over seemed totally unimportant. My brain was not working at its normal rate of speed. I had difficulty listening and responding to friends and family members as they talked about daily events. I needed someone to know what I had experienced, but I did not have the words or the energy to describe it.

My Own Debriefing
When I returned to work, a respected colleague offered to "listen" to my experiences, to process those 48 hours. His listening and his responses helped me find clarity and assisted me in putting everything in perspective. Through his facilitation, I saw that my normal need to make sense of things, to make order out of chaos, had been impossible in that situation. There was no control to be had in the chaos of Oklahoma City. I felt a sense of self-power as I heard his words describing how with my training, compassion, and intuition I had been able to empathize and reach out to the emergency workers. I realized, "I was enough." He affirmed my feelings of having experienced something truly indescribable and validated my feelings of inadequacy at being able to make a significant difference. Reassuring me that my anger and sadness were legitimate, he expressed gratitude that I had been there for the workers. Encouraging me to continue to take care of myself, he reminded me that I, too, had been a victim of this trauma.

Being Understood
As I left the debriefing, I realized: He had understood. He had not been in Oklahoma City, had not seen the building, had not heard the emergency workers, but he did understand what it had been like for me. I thought, "So, it is not that people outside the situation can not understand. It is that I have felt inadequate putting words to my experience so that someone else can understand." As a counselor, using facilitative skills, he had provided some of the words for me and had assisted me in finding others for myself. Through this process together, I felt understood. With a sense of joy, I realized this is also what I had done for the emergency workers in Oklahoma City.

In his book Critical Incident Stress and Trauma in the Workplace, Gerald Lewis (1994) uses the word consonance to describe the shared experience of people in crisis:

- It is known that if you have two pianos in a room and you play a key on one of them, the corresponding strings of the other piano will vibrate. In the same way, people experience a sense of consonance during times of crisis.

- "Consonance" is defined as "in agreement with, in harmony." Its synonyms include agreeable, compatible, congruous, akin, alike, analogous, similar, parallel, harmonious, accordant, en rapport, and resonant. I believe that is what firefighters have meant when they have described their feelings of "not being understood" by those outside of their profession. Emergency responders are consonant with

(Continued on page 12)
About a year ago I was asked to take responsibility for coordinating a CACREP (Council for Accreditation of Counseling and Related Educational Programs) self-study for the Counselor Education Department in which I am employed. This responsibility was not something I had dreamed of nor was it a goal I had set for myself as a professional. It just "dropped out of the sky," you could say. I was glad, however, to provide this service to my department and university, and I learned a lot from doing it. It was also very challenging and at times a real headache.

The editor of this Newsletter asked me to write something concerning my work with the CACREP self-study. I thought about what I might write and considered a review of what the process is like. This sounded like rather boring reading, so I decided to take a different approach and discuss some skills that came in handy when coordinating such a project. I have acquired these skills over a sixteen-year career as a counselor and college instructor and four-year career as a counselor educator and counselor. Many of the things I have learned were through trial-and-error. Others, I learned from mentors in the field of counseling. None are profound or original. They just seem to work. These four ideas are: (1) Do things now; (2) Distinguish between good quality effort and perfectionism; (3) Be your own ally; and (4) Focus on professionalism.

Do It Now

One of the most powerful things I have been taught was learned rather late in my career. During my doctoral training at the University of North Carolina at Greensboro, I had a variety of part-time employment as a counseling instructor, counselor, and administrative assistant, along with a full course load. My major professor and one of my employers at UNC Greensboro, Dr. William W. Purkey, offered the idea that doing something now is a good habit to have. If something can be done today, do it rather than waiting until tomorrow or the next day. Get it out of the way and it is behind you. This is a very useful habit, because it keeps things from getting stacked up and prevents avoidance behavior. Sometimes the longer we wait to do something, the more anxiety builds; also, we try to avoid it as long as possible. At first, "doing things now" can be frustrating, and you may find it necessary to push yourself to do it. But once you are in the habit of doing things as soon as you can do them, you may find it preferable to your usual approach.

Distinguish Between Good Quality Effort and Perfectionism

Many individuals have difficulty with perfectionistic behavior. Those persons who believe the final product must be perfect in every way may find it difficult to complete a project in a timely manner. Self-studies and other such projects do not have to be perfect, and they never are. Humans are imperfect and so are our finished products. Often perfectionistic individuals perceive the product they are working on to be an extension of themselves. Their need to create perfect products may be a way to prove their worth to others. This may indicate a reliance upon the evaluations of others for a feeling of self-worth. Good quality effort does not have the compulsive quality of perfectionism and often is not a yardstick for one's basic value as a person.

Be Your Own Ally

One thing which seems certain is that no matter what we do in life, there will be those who do not like us, or at the least, do not value our contributions. Many of the people you will work with doing a self-study or similar projects are not members of the counseling profession. They may not understand what you are trying to do. One antitode to the effects of the criticisms of others is to become your own ally. This ability to serve as one's own ally is based on good self-understanding, a recognition of one's strengths and weaknesses, and a value system that is self-chosen and defined.

One can be an ally to self by developing an internal compass whose "true north" is the guide for behavior. Being aware of our own "true north"—the things which enhance and further our own development—provides us with a sense of security in our personal and professional lives. With a "true north" perspective, others' criticisms become information to consider, not accurate evaluations that require some kind of action on our part. We can more easily believe in ourselves and make the decisions that seem best, although they may be unpopular.

Focus on Professionalism

Regardless of one's work situation, it is likely that conflicts (covert or overt) will occur among those with whom you work. Some of these conflicts will be healthy and result in new ways of perceiving and/or doing things. In other cases, there will be a slow-burning, underlying tension or anger that tints the atmosphere of most interactions that occur. There will be individuals we like better than others. Some colleagues may be manipulative or self-centered. Sometimes we just disagree with others' philosophies or points-of-view.

A key to working with others with whom you may disagree or have conflict is to be professional. This may seem obvious, but it deserves further attention. Professionalism can be seen as using the self to create healthy interactions in one's work setting. You respect the right of other persons to...
Lessons of Love: Rediscovering Our Passion for Life When it all Seems too Hard to Take
By: Melody Beattie

The book is a story about love and its supreme lesson: that love is the only thing in this world that cannot be lost, because it is the only thing that is real. The text should be valuable to those individuals who wonder if love, or life, is worthwhile. Written in the first person story form, the book provides an easy, quick-reading inspiring message to the reader that we all are on a journey into the unknown, and although we may think we are abandoned, we are never alone. The author emphasizes how love will lead individuals to their destiny after: they learn the lesson of listening to and trusting one’s heart and voice. The author’s experience of tragedy with the death of her twelve-year-old son left her in deep depression that lasted eighteen months. She describes her gradual realization that she had a choice between succumbing to despair and accepting life. Readers may be familiar with other bestselling books by this author, Codependent No More, Beyond Codependency, The Language of Letting Go, and several other books and audio cassettes on the topics of personal growth and relationships.

An Overview
The book is divided into the following three sections: Part I describes the author’s experience of writing the book and the events in her life and the lives of her two children, a fourteen-year-old daughter and an eleven-year-old son. She describes her own experiences of loss through her own childhood, young adulthood, writing career, marriage, divorce, parenting, and finally grief. Part II describes the author’s pain, depression and feelings of aloneness. In a desperate attempt to regroup and become a family of two with her remaining daughter.

CAREP Self-Study (Continued from page 11)

have different perspectives and viewpoints. It also means you recognize that people differ in their views of motivation, incentives, and work ethic. Believing cordial and listening to others' viewpoints are two very basic behaviors that indicate a professional attitude. You do not have to like someone’s ideas to be friendly to them. Listening to someone does not mean you have to act on what they have suggested. Some individuals with whom you may disagree on many things have good ideas worth being heard. Professionalism also means that we develop the courage to act when there is a problem. We are willing to speak out and try to work things through. Even at this point, we can choose how we respond.

Summary
In conclusion, I have presented four skills that can be helpful in completing self-studies or similar projects in our work as counselors. There are, of course, many more. Most of what we learn in counselor training is focused on the skills of working with clients because this is our work. It would also be helpful to provide more experiences for counseling students to help them develop a greater degree of self-understanding. Also the view that life-long self-discovery is healthy for a counselor and counselor educators needs to be promoted. In addition, more training in the area of professionalism would prepare students to function more successfully in the settings in which they choose employment. Considering the skills we learn as counselors, we can have a strong and positive influence in the places we work and with the people with whom we work. The only question is, will we?
State Networking of CSI Chapters

Susan F. Tynes & June M. Williams
Louisiana State Co-Coordinators

As Chi Sigma Iota continues to grow, it becomes even more essential that chapters in close geographical proximity network amongst themselves. Communicating and connecting with other chapters in the area can be an asset to beginning chapters. Additionally, existing chapters who are attempting to strengthen their membership or seeking creative alternatives can benefit from such interactions as well.

The foresight of Dr. David Spruill from the Alpha Chi chapter at Louisiana State University (LSU) becomes extremely evident when one considers that his efforts to organize the state chapters began many years ago. This provided the foundation for the state network of CSI chapters. A year and a half ago, we agreed to officially facilitate the activities and serve as the CSI Louisiana State Co-Coordinators. This endeavor has afforded us opportunities to grapple with the task of networking among state chapters. In an effort to assist other states considering such an arrangement, we will summarize some of the activities that have been found to be effective in promoting networking among chapters in Louisiana.

Effective Networking

Each year at the Louisiana Counseling Association’s annual state conference, a CSI content session, business meeting, and hospitality hour are held. The content sessions are directly related to CSI, and all conference participants, whether CSI members or not, are invited to attend. This year’s session entitled “Bridge to Professionalism: Chi Sigma Iota” was arranged by the co-coordinators. During the session, a panel comprised of active members from various chapters in the state focused on ways that the organization can assist emerging professionals. Non-members attending the sessions frequently request materials on membership and starting new chapters, so we always have such information available at the meeting.

The CSI hospitality hour at the conference was sponsored this year by the LSU Alpha Chi chapter and was a big success. Each chapter within the state was asked to contribute a nominal fee to defray the cost of the reception, and financial assistance for the event was received from seven of the Louisiana chapters! Plenty of refreshments were provided, and chapter awards were announced at the reception. The informal atmosphere at these receptions provides an ideal setting for networking to occur.

The amount of enthusiasm exhibited at the statewide CSI business meeting was exciting. The interchange of ideas was most helpful in organizing and planning goals which would facilitate coordination of the state chapters throughout the year. At the meeting, members were introduced and chapter accomplishments and needs reviewed. During the most recent meeting, an Adopt-A-Chapter Program was developed to encourage chapters not represented at the meeting to become more active.

Chapters attending the meeting selected a non-represented chapter and volunteered to write a letter to the adopted chapter offering to assist them in becoming more active.

Additionally, chapters were contacted in advance of the statewide meeting this year and requested to bring pertinent materials for a “swap time” segment to be held at the end of the business meeting. Chapter newsletters were the most common item of exchange, and they supplied other chapters with a wealth of information. Moreover, each chapter will strive to send other chapters within the state a copy of their newsletters when they are issued during the year.

Statewide Newsletter

As a result of needs revealed during the business meeting, a statewide CSI newsletter was developed to serve as a vehicle for sharing information and promoting networking among state chapters. In the first issue of this newsletter basic information was disseminated. For example, current names and addresses of CSI faculty advisors and chapter presidents were included. Criteria for eligibility as an active member in CSI chapters was listed in an effort to assist other chapters in developing and evaluating membership guidelines. Other information and articles of interest to chapters in the state were included and dispersed quickly throughout the state in this manner.

Many Positive Outcomes

The above are but a few of the ways to foster state or regional networking among chapters. A central location for inquiries seems to simplify the process. There are many positive outcomes from such efforts, like the connections and mutual endeavors chapters arrange (e.g., joint chapter initiatives). With the increasing membership in CSI, it seems wise to anticipate the growing benefits that may arise out of state and regional networking and implement it as a vehicle to promote the study and practice of counseling.

If you have any questions or would like to share state or regional coordinating ideas, please e-mail Susan Tynes at SFTEL@UNO.EDU or send mail to the Department of Educational Leadership, Counseling, and Foundations, University of New Orleans, New Orleans, LA 70148.
### CSI Chapters and Leadership

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<tr>
<th>Location</th>
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<tr>
<td>Chico, CA</td>
<td>Dr. E. E. M. Hough</td>
<td>Samantha Buddeke</td>
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<td>Emporia State U., Kansas</td>
<td>Dr. J. J. Smith</td>
<td>Jeanette Ellis</td>
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<td>Dr. P. A. Johnson</td>
<td>Kyle Cripps</td>
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<td>Dr. J. A. Benton</td>
<td>Jeannette C. Rice</td>
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<td>Dr. J. L. Price</td>
<td>Jeff Rhodes</td>
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<td>Ohio State U.</td>
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<td>Kelly H. Lewis</td>
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<td>Janis D. Flachger</td>
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<td>Rayden T. Billings</td>
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<td>Tony Meloy</td>
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<td>Seth Britton</td>
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Note: This list includes the faculty advisors, chapter presidents, and other key leadership figures associated with CSI chapters across various institutions. Each entry provides the name of the chapter location, the faculty advisor's name, and the chapter president's name. The list is comprehensive and covers a wide range of universities and colleges, highlighting the leadership and contributions of these institutions to the CSI community.
Chapter Happenings

Shawn Scholten
Associate Editor

Alpha Tau Omega

The Alpha Tau Omega Chapter of CSI on the campus of North Carolina A & T University in Greensboro, North Carolina, inducted 26 student members into CSI and received their charter in the fall of 1994. They were treated with two CSI past-presidents speaking at the initiation ceremony — Thomas J. Sweeney of the University of North Carolina at Greensboro and Samuel T. Gladding of Wake Forest University.

Chapter member, Mozetta Crouch, conducted a search to adopt a family during the Christmas holidays. She personally planned a meal for the family, shopped for groceries, and purchased gifts to present to the family. Several other Alpha Tau Omega members were involved in volunteering their services throughout the community during the 1995 spring semester. The members and their respective programs and agencies were: Karolyn Thompson, president (mentoring high school student enrolled in the Crosby Scholars Program); Mona Hiles, president-elect (providing after-hour coverage for the crisis line at Family and Children’s Services); Jackie Mason, executive committee member (conducting group sessions with 4th and 5th graders with Youth Focus Services and concentrating on violence prevention); Andrais Brandon, executive committee member (volunteering with Big Brothers/Big Sisters of America); Donna Meyerhoeffer (volunteering with exceptional children in Partners Program sponsored by the school system); Vivian Barnette (coaching and training athletes with mental retardation in the area of special olympics); and Nancy Meadows (counseling intern with Hospice and the Triad Health Project).

Additionally, the Alpha Tau Omega chapter conducted a raffle during the month of February with a cash prize. Ticket sales went very well. Members were excited about developing new projects for the upcoming year that might include featured speakers and conducting workshops to provide program information to prospective counseling students.

Mu Chapter

Citing the rising tide of violence in nearly every facet of society, the Mu chapter is teaming up with Bowie State University’s (Md) Department of Education, Graduate School, Guidance and Counseling, and Counseling Psychology departments to address this increasingly dire situation. The conference consists of four sets of concurrent sessions, subjects ranging from school violence to the psychodynamics of trauma.

The keynote speakers for the conference will be newly acclaimed author Patrice Gaines-Carter and Corporal Tony Avendorph of the Prince George County Police Department. Mrs. Gaines is the author of Laughing in the Dark: From Colored Girl to Women of Color — From Prison to Power. This book deals with different components of violence, especially as it pertains to African-American women and their families. Corporal Avendorph is a member of the Training and Education Division of the P.G. County Police Department. This combination of speakers facilitates thought and dialogue on violence from vastly different perspectives, a major goal of the conference.

Attendees of the conference will include counselors, counselors-in-training, mental health workers, community leaders, concerned adults, and interested adolescents of the Washington, D.C., and Baltimore, Md., metropolitan area. The conference is designed to bring the community together to address the epidemic of violence in our society with the hope of recommending alternatives to violence and offering practical solutions for dealing with victims in our society.

Chapter Newsletter Exchange

The following CSI chapters publish newsletters and would like to receive newsletters from other chapters. Please add their names and addresses to your mailing list, and they will in exchange add yours to theirs. This is a great way to get ideas on chapter activities and also to strengthen the CSI network.

CSI—Kappa Sigma Upsilon Chapter, Attn: Gail Mager, 310 White Hall, Kent State University, Kent, OH 44242-0001; CSI—Mu Chapter, Attn: Betty Casey, 8975 Batavia Stafford Townline Rd., Batavia, New York 14020; CSI—Alpha Upsilon Chapter, Attn: Bill Nemec, Counselor Education, University of Akron, Akron, OH 44325; CSI—Alpha Chi Chapter, Louisiana State University, 122 Peabody Hall, Baton Rouge, LA 70803-4721; CSI—Alpha Rho Chapter, Attn: Jolynn Reynolds, Texas Women’s University, Box 425769, Denton, TX 76204-3769; CSI—Lambda Iota Upsilon Chapter, Attn: Christine Shultis, 110 South 4th St., Lindenhurst, NY 11757; CSI—Rho Theta Chapter, Attn: Artisha Bromwell, Graduate School of Education and Human Development/GWU, 2134 G St., NW, Third Floor, Washington, DC 20052; Loni Morris, Access EAP, 203 5th Ave. East, Springfield, TN 37172.

Also, please include Shawn Scholten, associate editor of the “Chapter Happenings” column. Newsletters or other chapter information can be mailed to 135 5th St. SW, Sioux Center, IA 51250.

CSI Chapters and Leadership (Continued from page 14)

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<th>Chapter</th>
<th>Location</th>
<th>Faculty Advisor</th>
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| Tar Chi | Oregon | Carl McCannet |}
| Theta Chi | Pennsylvania | Betty Casey |}
| Upsilon Chi | Wisconsin | Betty Casey |}
| Chi Omega | Ohio | Betty Casey |}
| Epsilon Phi | New Jersey | Betty Casey |}
| Lambda Chi | Kentucky | Betty Casey |}
| Mu | Washington | Betty Casey |}
| Omega | Maryland | Betty Casey |}
| Nu | Florida | Betty Casey |}
| Chi | Georgia | Betty Casey |}
| Xi | Mississippi | Betty Casey |}
| Zeta | Montana | Betty Casey |}
| Chi | Indiana | Betty Casey |}

To update or correct information, please call Headquarters at (910) 334-4036 or write to CSI, 229A Curry Building, 1000 Spring Garden St., UNCG, Greensboro, NC 27412.
CSI Gifts Available to Members!

The CHI SIGMA IOTA T-SHIRT

CSI T-shirts are royal blue with white lettering and a white CSI logo. T-shirts are American made, 50% polyester, 50% cotton.

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*XX-Large size only

The CHI SIGMA IOTA SWEATSHIRT

Sweatshirts are available in both royal blue with white lettering and logo, and white with royal blue lettering and logo. Sweatshirts are American made, 50% polyester, 50% cotton. Blue sweatshirts with white lettering:

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White sweatshirts with blue lettering:

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CHI SIGMA IOTA HONOR CORDS

90-5-1 Blue Honor Cords, $7.50 ($2.00 - S&H)

CHI SIGMA IOTA LOGO WATCHES

Watches have a white face with the blue CSI logo and an attractive brown leather band. They are available in both men's and ladies styles.

<table>
<thead>
<tr>
<th>Item No.</th>
<th>Style</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>90-4-1</td>
<td>Ladies'</td>
<td>$36.00</td>
</tr>
<tr>
<td>90-4-2</td>
<td>Men's</td>
<td>$36.00</td>
</tr>
</tbody>
</table>

Clip this form and send to: Chi Sigma Iota, 228 Curry Building, The University of North Carolina at Greensboro, Greensboro, NC 27412-5001

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Chi Sigma Iota Newsletter
228 Curry Building,
The University of North Carolina at Greensboro
Greensboro, NC 27412-5001

Chi Sigma Iota 10 Years

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