The NEW CSI-NET.ORG!!

By Jane Myers
CSI Web Administrator

If you have not yet seen it, you must take a visit to http://www.csi-net.org, the CSI web page. You are in for some big surprises, ones we hope you will like. For the past year, we have worked to select a new server, look, and services, and to find ways to make our web page more user friendly for our members. We think we have met our goals and are eager to hear your feedback.

Read on to learn more about how members can join on line, our “members only” corner where you can log in for special services designed just for members, our calendar area where you can sign up for workshops on line, the shopping mall where you can purchase CSI memorabilia and other items, the special area for faculty advisors – and lots more!

The first thing you will see at csi-net.org is our newly drawn logo. The trademarked wreath is still there, in white on blue and surrounded by a gold circle. Chapters wishing to use the logo for stationary or newsletters will be able to obtain copies in jpg or the newer png format both with and without the circle. Write to CSI headquarters to request copies.

Our membership in the Association of College Honor Societies is noted prominently on the new main page. This membership is important to chapters as it allows members to receive student organization funds for individual travel and chapter workshops and functions. In addition, chapter members may be listed as honors graduates in convocation programs at graduation.

You will notice a number of new links on the left navigation bar. These links were designed for easy access to services needed by members and chapters, as well as persons searching the web who want to know more about CSI. Here are some of the new features you will find with those links.

On-Line Application and Renewal
New members will complete their membership application on line rather than using a paper application. Members will be able to renew on line as well. Through a members-only secured area, members will be able to log in to change their own personal information. Rather than sending a change of address form, members will be able to change their own addresses, including e-mail addresses.

Member Log-In Area
Members will be able to log in to a secured area to access their records, change addresses and e-mail addresses, and set up a personal web page with their picture and contact information, as well as links to other web pages off site. Members can search our entire current database for other members’ contact information.

Site Search
The site search button will allow you to easily locate topics of interest on the web page, including articles in past issues of the Exemplar.

CSI Leadership
Here you will find contact information and pictures of your elected leaders, chairs of CSI committees, faculty advisors, current fellows and interns, and members of the CSI Academy of Leaders for Excellence.

Calendar
Our new calendar can be searched by month, day, or topic (e.g., CSI Day). Members can sign up for events on line. Chapters can submit special programs and events for listing in the CSI Calendar.

Convention/Workshop
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CSI Continues to Flourish

Jamie Carney
CSI President

Looking Forward

This is also a time to look forward. CSI is an organization that continues to move forward in response to its members and the counseling profession. Under the guidance of Tom Sweeney, CSI is making advances in the technology that support this organization and provide services to our members. We are all excited about the new CSI store and merchandise (see the CSI webpage). This is a wonderful resource for our chapters and members.

In the spring we will once again be holding the CSI Leadership Training session as part of CSI Day activities at the American Counseling Association Conference in Kansas City. President-elect Nancy Sherman has done an outstanding job of planning an excellent program for all members. Please make sure to mark your calendars for CSI Day in April.

During CSI Day we will once again be recognizing outstanding members and chapters during the Awards Program. Co-Chairs Susan Adams and June Williams, along with their committee members, commit countless hours to making the awards process such a success and we look forward to sharing in the accomplishments of CSI members.

Finally, we will once again have an Advocacy Project Showcase during the CSI Reception. Advocacy Co-Chairs Scott Gillig and Bill Nemec will once again provide us with a unique opportunity to see the advocacy activities of chapters from across the country.

It is obvious that we have a great deal to look forward to in CSI over the next year and I am fortunate to share in this process.

At the time that I am writing this column we are quickly approaching the end of another year. This seems like a perfect time to consider not only what we have accomplished this year but more importantly where we are moving in the future. CSI continues to flourish as an organization, something clearly reflected in our growing membership. In my work this year as President I have come to realize that the success of any organization is based not only on its membership but also the countless people who commit their time and energy to the work of that organization. I have been grateful this year to work with wonderful professionals such as Tom Sweeney, the CSI Executive Director, CSI Officers, Committee Chairs, and the CSI Fellows and Interns. I find it energizing and motivating to work with individuals who are so clearly committed to CSI and its members. I am struck by a quote by Sir Winston Churchill that states, “We make a living by what we get, a life by what we give.” This is an appropriate time to thank all of those who give of their time to CSI and have made my time as President so rewarding.
SPRING, 2004 PAGE 3

Update from Headquarters
Your All New CSIstore.com
Thomas J. Sweeney
CSI Executive Director

Perhaps you have not visited the CSI web site lately. If not, you don’t know what’s been going on behind the scenes for some months now. First, we have an entirely new line of logo clothes including the traditional T-shirts, sweat shirts, and embroidered “Gap” ball caps for starters. When I say “new,” I mean in every way possible—designs, colors, and fabrics.

I have been told they are “spiffy”! I wore my shirts to campus last fall and had several compliments so I think it must be true! Members can go online at CSIstore.com, see what they want and purchase it. No more waiting to reach the company by an 800 number, for we have a new supplier, ProformaCrescent.

In the spring, we received complaints about our previous supplier and I took action to rectify the situation. I decided that we had to have a totally responsive company that knew what our members wanted and needed. Equally important, they had to be able to supply service at the busiest times of our year. After some months of searching, ProformaCrescent seemed to be the right fit for our requirements.

One of the features that I sought was a company that would supply our chapters with logo items of many types at competitive prices. Chapters can have the CSI logo and the chapter’s name placed on any item they wish to order in reasonable quantities. I think this is a distinct advantage over many other companies. Chapters can work with ProformaCrescent as our supplier and benefit from the fact that CSI is a volume customer thus giving our chapters more bargaining capability. Items are priced so that chapters can use them for fund-raising as well.

New items will be added according to member and chapter requests. For example, we have had requests in the past for items like logo mugs or pens that could be used as modest “thank you” gifts for supporters of the chapter. These were ordered and are now available for individual or chapter purposes. Likewise, we are looking into member certificate holders and certificate plaques suitable for use in professional offices.

Naturally, regalia honor cords and stoles are available for graduations and special chapter functions like initiations and installation of officers. Members can have the CSI logo and the chapter’s name placed on any item they wish to order in reasonable quantities.

Check out CSIstore.com!

Member Discount and Professional Identity

We are pleased that Taylor and Francis publishers have extended the 20% discount for CSI members on the West, Osborn, and Bubenzer book, Leaders and Legacies: Contributions to the Profession of Counseling. The code that members should fax or say when they call to place an order for the book is “118M.” The number for the Taylor and Francis warehouse is 1-800-634-7064. This information will be found elsewhere in the Exemplar and online at csi-net.org.

This book is a unique reference that I believe should be a part of every professional counselor’s personal library. I believe every course that is suppose to meet the

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CSI Day in Kansas City
Achieving Personal Excellence Through Advocacy

Thursday, April 1, 2004
2:00 p.m. – 4:00 p.m. CSI Executive Council Meeting

Friday, April 2, 2004
8:00 a.m. – 11:30 a.m. CSI Leadership Training
Chicago C – Hyatt Regency
1:30 p.m. – 3:00 p.m. CSI Chapter Leaders Meeting
Van Horn A – Hyatt Regency
1:30 p.m. – 3:00 p.m. CSI Intern/Fellows Training
Hyatt Board Room – Hyatt Regency
1:30 p.m. – 3:00 p.m. CSI Faculty Advisors Meeting
Hyatt Fremont – Hyatt Regency
3:00 p.m. – 4:30 p.m. CSI Business Meeting
Washington Park 1 – Westin
4:30 p.m. – 5:30 p.m. CSI Awards Ceremony
Washington Park 1 – Westin
5:30 p.m. – 7:00 p.m. CSI Reception & Advocacy Showcase
Washington Park Foyer - Westin

Sunday, April 3, 2004
9:00 a.m. – 10:30 a.m. CSI Committee Meetings
Chicago C – Hyatt Regency
3:00 p.m. – 4:30 p.m. CSI Committee Meetings
Chicago C – Hyatt Regency

If requested, a sign language interpreter will be provided for hearing impaired or deaf members attending CSI events. Please request this service by March 19, 2004, by writing Kelley Rowland, CSI Headquarters at P.O. Box 35448, Greensboro, NC 28425, by calling (336) 841-8180, or by e-mailing Dr. Tom Sweeney at tjsweeney@csi-net.org.

Three and one half CEUS will be provided for attending the Leadership Development workshop. Pre-registration deadline is March 19, 2004. Please contact Kelley Rowland at Headquarters to pre-register, or online pre-registration is available at http://www.csi-net.org.
CSI Leadership Training

Achieving Personal Excellence through Advocacy

Nancy E. Sherman
CSI President-elect

For the past several years, CSI has provided leadership for the counseling profession in two areas: the quest for personal excellence and advocating for counseling professionals and their clients. Through these emphases CSI members and chapters have been challenged to encourage and promote excellence in a variety of ways. A vital part of achieving excellence is learning and continuing to advocate for counseling as a profession.

Leadership Training

This year, CSI’s Leadership Training focuses on “Achieving Personal Excellence through Advocacy” both personally and as a member of CSI. We will share information and experiences from people who have and do advocate for the profession in a variety of ways and who model personal excellence. First, Scott Barstow, Director of Public Policy and Legislation for ACA, will inform us about where we are as a profession in our advocacy efforts and where those efforts continue to need to be focused. Attendees will then have the opportunity to learn and discuss ways chapters can initiate and improve their efforts in advocacy and excellence. Chapters and members who have been recognized for excellence through CSI Awards will facilitate small groups designed to share ideas and develop skills in several areas. These will include advocacy, personal excellence, chapter development, newsletter, and technology, among others. Participants will be able to meet in several small groups according to their interests and chapter needs. Dr. Tom Sweeney will conclude the training with a discussion of incorporating advocacy into the quest for personal excellence and its importance to CSI as an organization.

Opportunities for CSI Leaders

In addition to the Leadership Training, CSI Day includes opportunities for Chapter Leaders and Faculty Advisors to meet and develop leadership skills and well as network with others for ideas for chapter development. This past year Dr. Jamie Carney initiated grant opportunities for chapters to support activities that promote or recognize personal excellence. The recipients of these grants will be recognized at the Awards Ceremony and will share their projects at the leadership training. For the second year, the Advocacy Committee is sponsoring the Advocacy Poster Project Showcase during the CSI Awards Reception.

Make Plans to Attend

Please make plans to attend all CSI Day events. They will provide an opportunity to reflect upon the accomplishments of members and chapters in achieving personal excellence through advocacy as well as to continue to develop the framework for ongoing work in this important pursuit. If requested, a sign language interpreter will be provided for hearing impaired or deaf members attending CSI events. Please request this service by March 19, 2004, by writing Kelley Rowland, CSI Headquarters at P.O. Box 35448, Greensboro, NC 28425, by calling (336) 841-8180, faxing (336) 841-8180, or by e-mailing Dr. Tom Sweeney at tjsweeney@csi-net.org. Three and one-half CEUs are available for those participating in the Leadership Training. The deadline for pre-registering is March 19, 2004; pre-registration can be done online at http://www.csi-net.org or by contacting Kelley Rowland at CSI Headquarters. I am looking forward to seeing you at CSI Day in Kansas City!

Election Results

Chi Sigma Iota is extremely fortunate to have such a rich and talented pool of members to draw from each year as it puts forth its nominees for officers. This year was no exception as four highly qualified members allowed their names to be placed in nomination for the two offices open – president elect-elect and secretary-elect. The nominees for president elect-elect were Richard Hazler, Penn State University, and June Williams, Southeastern Louisiana University. The nominees for secretary-elect were Fred Bemak, George Mason University, and Kathy Evans, University of South Carolina. Richard Hazler was elected CSI President-elect for 2004-2005, and Kathy Evans was elected as secretary-elect. CSI is extremely grateful to each of the nominees for their willingness to offer their time, experience, and effort in support of our society and commends their on-going commitment and dedication to our organization.
The NEW CSI-NET.ORG
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Registrations
Members can register on line for workshops and events, including CSI Day.

CSI Memorabilia and the New Shopping Mall
The Shopping Mall has links to CSI memorabilia for purchase by members and chapters. When members purchase items through the links on this site – computers, clothing, electronics, etc. – CSI will be reimbursed a portion of the purchase costs without extra costs for the items to our members. The new CSI Store has items chapters can purchase in bulk at a wholesale price for fund-raising. Chapters can have their own name, logo, or event added to any item as well!

Chapters
We continue to provide a variety of useful publications and information for chapters to promote activities and leadership training.

Publications
This page will still feature The Exemplar, our flagship publication, as well as books and other publications of interest to CSI members. Check this page for special discount member prices for the Handbook of Counseling and Leaders and Legacies in Counseling.

Professional Advocacy
This is a new link with information to help members and chapters in professional advocacy efforts. Reports of the CSI Advocacy Conferences, links to suggested advocacy activities, and links to related organizations for advocacy activities are some of what you will find on these pages.

Faculty Advisors
Faculty advisors can log in to this special area for training and resources related to being an effective faculty advisor.

Job Bank/Classified

Advertisements
This is a feature we will be adding in the near future. Members will be able to post job announcements and search for available positions.

Discussion Forums/Leadership Modules
We have the capacity to set up chat rooms, discussion forums, and leadership modules to help chapters and members develop knowledge and skills in selected topic areas. For example, we are planning modules to help chapters develop effective newsletters and fund-raising activities. Let us know what else would be helpful for your chapter.

Chapter Web Pages
This is an area where we need your patience, support, ideas, and yes, your help. Our old server was maintained for years when we wanted to change to a new one primarily to support chapter web pages. Each chapter has had its unique username, password, and secured access folder to develop and maintain web pages. This process required our server to provide what amounted to an unlimited number of possible log in names and passwords. Our new server cannot provide that capability; in fact, few servers can do so. We have designed a special chapter log in area, and chapters will now be able to create and manage “a” web page, but not multiple web pages. In other words, any links will have to be to anchors on that same page or to additional pages off-site. We are working with chapters to find creative ways to manage this new web environment while maintaining the purpose of chapter web pages and a reasonable chapter web page policy. Chapters will have the opportunity for input into this process as it develops.

Dynamic New Web Page
There is a lot more on the new web page that can only be seen and understood with a few moments of “surfing.” In addition, what you will not see but will soon experience is our new capacity for sending Blast e-mails to members and groups of members. We promise not to fill your e-mail boxes, but will be sending information that can assist you in reaching the goal of CSI – the promotion of excellence in counseling.

As you can see, our new web page is dynamic and designed to meet your needs. We have the ability to create services wanted and needed by our members, and we need feedback and input to make the new web page as useful as possible to our chapters and members. Please feel free to contact any member of the CSI Executive Council, or write directly to webadministrator@csi-net.org. See you in cyberspace!!
Wellness, Perceived Stress, Mattering, and Marital Satisfaction Among Medical Residents and Their Spouses

Anne S. Powers, Jane E. Myers, Lynne R. Tingle, John C. Powers

Anne Powers and Jane Myers received the CSI Research Award in 2003 for this research.

Numerous studies have documented that medical education is demanding and stressful (Lee & Graham, 2001; Levey, 2001; Toews, Lockyer, Dobson, & Brownell, 1993). The major sources of stress include time demands, expectations of self and others, and financial indebtedness (Mangan, 2001; Mangan, 2000; Archer, Keever, Gordon, & Archer, 1991; Wolf, Faucett, Randall, & Balson, 1988), in addition to conflict in interpersonal relationships (Tyssen, Vaglum, Gronvold, & Ekeburg, 2001).

Multiple studies reveal that residents are tired and overwhelmed, are afraid of making mistakes, and have little or no time for anything or anyone other than their training (Mangan, 2001; Mangan, 2000; Sheridan, 1995), so attention to factors affecting their well being is needed and timely. Studies support a view of residents as high in perceived stress, low in perceptions of mattering, low in wellness, and conflicted in marital relationships; however, no studies to date have examined all of these factors simultaneously. Further, no studies have examined these variables for medical couples - that is, for medical residents as well as their spouses or partners. The present study was undertaken to address this gap in the literature.

Methodology

Volunteers were recruited from a large medical college in the South-east. The Participants completed a packet including demographic data and responses to the following four measures: (1) the Wellness Evaluation of Lifestyle (WEL, Myers & Sweeney, 2002) which measures five key dimensions of healthy function-

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STUDENT INSIGHTS

What area of counselor education provides the most motivation for you?

Spirituality

Spirituality is a great motivator for me. It can be an extraordinary psychological change agent in the search for something sacred. The search empowers me to higher aims, higher dreams, higher goals, higher values, and ultimately a higher and healthier quality of life. I feel obligated and privileged to embrace my clients’ personal concepts of spirituality. What a wonderful luxury it is for me to celebrate my clients’ experiences as both they and I search for the sacred in our journey of life.

Richard D. Anderson - Sigma Zeta Chi Chapter

Supervision

The supervision of counselor interns becomes a two-way laboratory in which the new counselor and veteran professional share ideas, theories and experiences that bond them together in a unified effort toward emotional and spiritual growth. This sharing keeps alive the work of many theorists and encourages each of us to continue seeking and learning. Supervision thus becomes a beneficial experience that is in the best interest of those we serve.

Oscar Perez - Upsilon Tau Epsilon

Supervision and Mentoring

The supervision and mentoring by professors have given me the most inspiration and motivation during my graduate education. Being a student under such extraordinary instruction has made me a better student and person. One example was the opportunity to be a member of a small group counseling project with other counseling students and a professor supervising the group to demonstrate counseling theories for us to implement. This project allowed me to experience “first hand” how it feels to be involved in a self-help group. It improved my ability to establish good rapport with peers and I learned how to trust and self-disclose personal information about myself.

Shakina N. Walker - Beta Omicron Chapter

Multicultural Experiences

Interacting with individuals who come from cultural backgrounds different than my own has been exciting and challenging. Whether I am working with clients or mingling with academic peers, I have been challenged to question beliefs and stereotypes I may have, regarding an individual’s cultural heritage. I have become even more motivated to interact with people of diverse backgrounds when my own world-view is challenged. What is most motivating is that the more culturally aware I become, the more I grow and flourish. These experiences with people of diverse cultures fertilize me and allow me to transform.

Michael Chaney - Chi Epsilon Chapter

Pre-practicum

Pre-practicum was a major boost for me as I first tried on my counselor hat. The emotions of the pre-practicum experience were all that first experiences are supposed to be; a mixture of excitement, fear, confidence, and most definitely anxiety. Even while struggling to find the right question, I left the experience having reinforced my passion for this field. It might not have gone as well as hoped for and there was plenty of room to grow into the counseling hat, but now I know I can do it, I want to do it, and I’m motivated to do it again. What’s more, I learned a lot about what that hat looks and feels like and how it will fit the counselor I will be.

Kelly Kozlowski - Alpha Rho Chapter

Theory and Techniques

The most exciting area to me is learning counseling techniques that will help me better serve disabled individuals. Albert Bandura's model of Behavior Therapy particularly attracts me with its systematic approach to help people change maladaptive behaviors and at the same time presents several different techniques in one treatment package. I have learned that a person’s undesirable behaviors are influenced by their environment and that this therapy encourages the client participation that will ultimately assist them in the rehabilitation process. This is the kind of information that will definitely assist me in my future endeavors to serve clients.

Veressa Burns - Beta Omicron Chapter


Student Ideas and Experiences Needed for Publication!

Richard Hazler and Liz Mellin

We are looking for student ideas to be published in the next edition of the Exemplar around the new "Student Insights" question listed below. CSI Chapter leaders, advisors and members can help by developing discussions around the new question and encouraging students to submit their ideas and experiences. This month’s new question is:

What trend or development in the counseling field do you believe will impact your future most significantly?

Submissions of no more than 400 words should be made no later than April 15 to Richard Hazler and Elizabeth Mellin by email <hazler@psu.edu> or mail to 327 CEDAR Building, Penn State University, University Park, PA 16802.
Wellness, Perceived Stress
(continued from page 7)

(t=8.2, p<.002, d=2.02) and mattering
(t=9.1, p<.0001, d=0.68). In contrast,
mature adults scored higher than
non-residents on realistic beliefs
(t=5.4, p<.002, d=.96) and work well-
ness (t=6.1, p<.002, d=1.12). Non-
residents scored higher than mature
adults on the Satisfaction with
Shared Values scale of CHARISMA
(t=9.56, p<.002, d=1.8).

Discussion
There was no significant difference
between residents and non-resident
spouses on the WEL, PSS, General
Mattering, or CHARISMA. This indi-
cates that, for these medical couples,
each spouse has similar levels of
wellness, stress, mattering and views
on importance of and satisfaction
with characteristics of their marriage.
Because residents typically have a
heavier number of hours of paid work
than their spouses (Sotile & Sotile,
2000), one might expect the resi-
dents’ scores to be lower on wellness
and stress. Contrary to expectations,
then, the results of this study indicate
that neither party is more or less
stressed, and that the partners share
similar values relative to marriage
characteristics.

Residents’ WEL scores were simi-
lar to doctoral students in Counselor
Education; however, medical resi-
dents scored significantly lower than
counseling doctoral students in real-
istic beliefs (Table 2). The WEL Real-
istic Beliefs scale is based on Albert
Ellis’ (1973) explanation of irrational
beliefs such as: “I am often disap-
pointed because my expectations are
not met” (Myers, et al. 2000).
Because many decisions residents
make are life and death in nature,
they are often trained that perfection
is the only acceptable standard.
(Mangan, 2000; Sheridan, 1995). In
addition, most residents have,
throughout their lives, received posi-
tive reinforcement for exceeding
expectations in school and other
responsibilities which could lead to
a personal identity strongly tied to
external results (Sotile & Sotile,
2000).

Also of interest is residents’ satis-
faction with Shared Values, which
was significantly higher than that of
the general married adult sample.
Shared values are a key to marital
happiness for all individuals (Rosen-
Grandon, 1998) and help to mitigate
the stresses of life and marriage.
The time requirements of residency
are rigorous (Archer, et al., 1991;
Mangan, 2000, 2002; Sotile, et al.,
2000; Wolf, et al., 1988), and,
because there is little leisure time in
medical marriages, shared values are
more crucial because less time is available
to negotiate compromises and more
time may be spent doing things the
couple value (i.e., quality time togeth-
er is a priority).

Non-residents scored higher than
the general married adults on total
wellness. It is possible that non-resi-
dent spouses in this particular group
are more educated and, thus, more
conscious of the importance of holis-
tic wellness issues. Sotile and Sotile
(2000) emphasized the need for non-
resident spouses to absorb family
stress. As a consequence, the non-
resident spouses may require a
greater degree of wellness than other
married adults.

Non-residents scored higher on
satisfaction with Shared Values than
the general public. As mentioned
above, this could indicate the impor-
tance of shared values in a time-
starved relationship.

Non-residents scored significantly
lower in realistic beliefs than the gen-
eral married population. This would
further support the perfectionistic
need and unrealistic expectations of
the residency family population com-
pared to the general public. This is
perpetuated by the old model of “doc-
tor’s spouse” as a comforter, stress
absorber, and community leader
(Sotile & Sotile, 2000). Also important
to note is that physicians of the past
looked for a caretaker. Physicians of
today tend to marry similar high
achieving individuals that also perpe-
tuate strivings for perfection (Sotile
& Sotile, 2000).

Non-residents scored lower on
work wellness than did the general
population of adults. Work wellness
(as measured by the WEL) predomi-
nantly reflects one’s satisfaction with
work. In a medical marriage, the res-
idency selection process often leaves
the non-resident spouses little room
for personal control of their career
paths (Mangan, 2002). In this study,
a large number of this sample did
report their career path had been
altered because of their spouse’s
work.

Implications for Counseling
Given the results of this survey
and the stress placed on the residen-
cy couple, the results provide several
important implications for counseling
couples associated with a medical
residency.

When counseling medical residency
couples, counselors should
assess the need for career counsel-
ing. Particular attention should be
paid to the non-resident spouse as
indicated by the lower work scores
on the WEL. This population is a rel-
atively young age and may not
understand their options or choices
for a happy work life.

The discrepancy between realistic
beliefs scores for both the resident
and non-resident spouses compared
to the respective norm groups is
extremely high, and thus counselors
should assess realistic beliefs of both
the resident and non-resident
spouse. Placing the respective
client(s) in counseling groups with
others who are not associated with
residency may aid this population in
realizing that their standards may be
unrealistic. In addition, using Rational
Emotive Behavior Therapy or Cogni-
tive Behavioral Therapy (Corey,
1996) with this population potentially
would present significant results.

Finally, if a couple is having trou-
bles, one area the counselor may wish
to explore is the values the couples
do share. Because there is such a
high difference in satisfaction of
shared values from the normal popu-
lation, an indication of dissatisfaction
of shared values could be a red flag
indicating a need for preventive inter-
ventions prior to overt problems in
the medical marriage.

(continued on page 10)
Wellness, Perceived Stress
(continued from page 9)

References


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CSI Proudly Thanks Donors

With their permission, we wish to publicly thank those who have been gracious in their contributions to Chi Sigma Iota in the recent past and acknowledge their commitment to excellence beyond that which is expected.

Cynthia B. Scircle Alpha Beta
Carol A. Jones Alpha Epsilon
Hope A. Blanchard Alpha Eta
Perival G. Ricketts Alpha Upsilon Sigma
Akko Marui Beta Phi
Heather L. Brostrand Delta
Telecia L. Howard Epsilon
Bonnie I. Yenerall Eta
Doleires K. Fair Gamma Psi Delta
Megan M. Williams Mu Upsilon Gamma
Bethena L. Boetthcher Phi Omicron Chi
Brenda Freeman Psi Omega Sigma
Deborah L. Taylor Sigma Phi Alpha
Darya K. Schmidt Upsilon Nu Omicron
JoLette M. Fischtiurz Upsilon Sigma Iota
Glenda R. Elliott Zeta

Your All New CSiStore.com
(continued from page 3)

CAREP and CORE standards for "professional identity" should include this book as one of its texts. My rationale is simple. As I have read and used many introductory texts over my years as a counselor educator, few even mention the contributions of persons like those featured in this book.

As a graduate student, my cognate areas required thorough examination that I know the scholars and leaders in their fields. Other disciplines expect their scholars and leaders to be a part of the professional identity development of their discipline. We are late coming to this point but it is every bit as important for professional counselors to know their "roots."

The authors are donating all royalties to CSI special project funds. Like the Handbook of Counseling authors (Locke, Myers, & Herr), West, Osborn, and Bubenzer share their efforts and expertise in order to advance the profession of counseling as a discipline. The knowledge, scope, and depth of these scholarly works achieve this purpose ably. I hope every new member of CSI will find these texts among their “keepers” at the end of their counselor education programs.

CSI-net.org
We have an entirely new website and we are delighted with it! The cover article in this edition of the Exemplar provides more details. I cannot thank enough Dr. Jane Myers, Web Administrator, and Kelley Rowland, my Administrative Assistant, for helping to make this possible. Lewis Rowland, a computer engineer, has likewise devoted untold hours to working with us on the process of creating new capabilities on the web and through our database. There are too many new features to even attempt mentioning them in this column. Among honor societies, CSI has become known for its effective use of the web. We are pleased to continue on the cutting edge with our new capabilities. Take a look and enjoy!
Creating Lifelong Training Options for Professional Counselors

Linda L. Leech
CSI Associate Editor

A common characteristic shared by many professions is the expectation that the members will become lifelong learners. Licenses and certifications require continuing education throughout the career. Continuing education options allow counselors to seek more in-depth training in an area of particular interest or in a skill that is particularly relevant to an individual job focus. It is not uncommon for professional counselors to invest a thousand dollars or more in continuing education activities over the course of the year that meet only a small portion of the total CEU’s needed for a five year period. Workshops and conferences offering CEU credits can offer sessions that provide good overviews but lack the depth of education needed to help practitioners reach competency or proficiency.

Master’s degree programs in counseling offer a more in-depth exposure to basic skills and a common counseling knowledge base. However, a Master’s degree education in counseling still provides the minimum collection of skills and knowledge. Ph.D. programs in counseling typically prepare researchers and educators. They consist of a common core of didactic courses with opportunities to choose areas of specialization in which to direct their research and practice. Doctoral programs are not for every counselor who seeks to know more, but a Doctorate may open the door for post-doctoral clinical training in areas of specialty such as eating disorders, assessment, clinical counseling, and others. These advanced clinical training opportunities are more closely related to the needs of the practicing licensed clinical counselor.

Recent changes in reimbursement models triggered by the advent of managed care may be triggering a type of degree inflation that has major implications for counselor training programs over time. Licensing and/or certification is becoming a “must” for practitioners in mental-health related positions. Licenses and certifications in most mental health and/or health-care-related disciplines require a Master’s degree. When the Master’s degree is the minimum criteria, then the Ph.D. becomes the quality indicator. A Ph.D. in Counseling is becoming increasingly recognized by some third party payors as a qualification that is weighted as heavily as the type of license a practitioner has.

Options for Post-Master’s Education

What are the options for individuals who are seeking in-depth post-Master’s education but are not seeking to become researchers or educators? Individuals may be able to participate in graduate level courses on a non-degree basis. However, most universities limit the number of courses that can be taken without declaration of a major. Full time faculty are hired to teach within specific programs. They have many other responsibilities that deter the development of courses not required by the program. Courses that are developed as electives are designed to address students in the overall program and may again provide opportunities for developing a foundational understanding of the topic.

Supervision or Mentorship

Individuals can benefit from seeking out supervisors or mentors with expertise in an area of personal interest. Mentors/supervisors can be found in the workplace or can be sought out individually. Feedback and instruction can be very individual. However, if the supervisor is found in the workplace, time for in-depth learning and instruction may be limited and may not be considered “billable” time. Individual supervision may cost the practitioner, at a minimum, the going rate per counseling hour of the supervisor’s time.

Certificate Programs

An interesting option could be the development of graduate certificate programs in areas of counseling specialties. These programs are shorter, less than 24 credit hours, are university-sponsored, and are considered university degree programs. They are typically not individually accredited and therefore courses for practitioners can be taught by qualified practitioners that are appointed as clinical instructors at a Master’s level if appropriate. Certificate programs can be designed to be highly responsive to a community or agency need. Some universities as part of the service mission of the institution have contracting mechanisms in place that allow agency-sponsored students to take courses at special contract rates. Since these programs are university-sponsored programs, students can qualify for loans and other types of financial assistance.

Graduate certificates can be pursued as a single degree or in conjunction with another degree option. They can serve as a set of electives for degree-seeking students or as part of a cognate requirement within another program. Courses offered can be highly focused on skills development with less emphasis on the establishment of a foundational theoretical base. The University of South Carolina’s Certificate of Graduate Study in Psychiatric Rehabilitation provides a foundational overview of psychiatric rehabilitation that explores this specialization in contrast to other related specializations. The other four required courses address a focused knowledge-base, covering such issues as psychopharmacology, psychopathology, cognitive rehabilitation approaches, direct skills training, and other topics related to working with people with severe and persistent mental disorders. Students appreciate...
Creative Fund-Raising

June Williams
CSI Associate Editor

Alpha
The Alpha Chapter at Ohio University hosted a 5K Walk/Run which attracted 32 participants ranging in age from 15 – 76 years from the university and community and included several adolescents from a juvenile treatment center. The event was suitable for experienced runners while at the same time being friendly to novice runners and walkers. CSI members participated in all areas of event coordination from start to finish. In addition to being a fund-raiser, additional benefits of the event included promoting awareness of professional counselors and the counselor education program to the community, providing a wellness activity for the community, and creating an opportunity for students and counselor educators to interact outside of the classroom.

Submitted by Jake Protivnak, President <jprotivnak@yahoo.com> and Herbi Wartinger, Fund-raising Chair <Warti57568@aol.com>

Beta Chi
Beta Chi Chapter at John Carroll University sponsors a Wellness Conference every year. At this conference we present a Silent Auction to raise money for the chapter as well as our Scholarship Fund. We dedicate a committee for the project and solicit donations from local businesses. Some of the donations in the past have included spa treatments, gift certificates to restaurants, movie theater passes, tupperware collections, and books written by departmental professors. This fund-raising effort on average raises at least $400-500, which aids in the development of chapter activities as well as our scholarship fund.

Submitted by Alli Metz, President <ametz05@jcu.edu>

Beta Omicron
At Jackson State University, the Beta Omicron Chapter has been very busy in the planning stage since its inception during the fall of 2003. Creative fund-raising was high on the list of activities for the upcoming spring semester. The first of two major fund-raising activities will be our first “Knowledge Bowl.” The purpose of the Knowledge Bowl will be to test counseling students’ knowledge of important information related to the counseling professions. The Bowl will be set up in a tournament-style format yielding a final winner. Students will be asked to give a small donation in order to enter the tournament, and a prize will be offered to the winning participant.

Another idea proposed by our chapter is a small CSI Fall Ball, which will be conducted at a local site appropriate for this type of semi-formal event. The ball will include a small program, live music, and plenty of food. Members will be asked to solicit ball tickets at a reasonable price, and we hope the endeavor will yield plenty of student and faculty interest, participation and turnout.

Submitted by Daniel E. Myers, Vice-President <Myersdan50@hotmail.com>

Chi Upsilon Sigma
The University of Colorado, Colorado Springs Chapter raises funds by conducting workshops in the fall and spring. Community members volunteer their time to share their areas of expertise with students. Since the majority of our students are in the school counseling track, the topic this fall was ADHD. In the spring we will present on a community issue. We charge a small rate, giving CSI members a discount. We also give the speaker a gift certificate to a local restaurant as a thank you. In addition, we also raise funds by offering study sessions and study guides and through the sale of honor cords, which we buy bulk, making it a win/win situation for students and CSI. All these small fund-raisers cover our yearly costs.

Submitted by Laila Alsaffar Marshall, President <lalsaffar@yahoo.com>

Eta
Eta Chapter at Youngstown State University held a silent auction in November. A variety of donations from local businesses were auctioned off. The auction took place in the lobby of the Beehly College of Education over the course of two days to ensure that all students, faculty, and visitors to the College of Education had the opportunity to bid on the items of their choice. The proceeds assisted in purchasing a holiday dinner and Christmas presents for a local family in need.

Submitted by Nichole Guzzy, Vice President <guzn@aol.com>

Kappa Sigma Upsilon
The object of Kent Statue's Kappa Sigma Upsilon's annual fall fund-raiser, The Penny Challenge, is to collect as many pennies as possible in three different water jugs, one each for master's students, doctoral students, and faculty/staff. Participants are able to decrease their opponents' total by placing other U.S. currency such as bills, quarters, dimes, and nickels in their opponents' jugs. The jug with the most pennies wins a free pizza party. For all other CSI members, pizza is available for $1 per slice. The majority of proceeds are given back to students in the form of a professional development raffle to help with professional membership and travel costs. This continues to be

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Okay... let’s admit it! When it comes to fund raising, who in your chapter jumps at the opportunity to serve in leadership positions? As a previous chapter president, it was much easier finding a professional development chairperson than a volunteer fundraising coordinator. From dialogues with chapter leaders in Florida to California, I was not alone in this dilemma. Yet, it is understood that if a chapter is to be active, it needs funds to operate. In this article, I will provide some successful ideas that have been developed and enacted by our chapters.

Fund raising needs to be a team effort, not just one person acting alone. Consistently, the more time, energy, and effort individuals put into a project, the more successful (translation, more money) the activity. If your chapter does not have a fund raising committee, go to your chapter leadership and develop one today! In preparation for this article, I solicited feedback from all chapter faculty advisors regarding current fund-raising ideas. The following activities were mentioned:

1) **Professional Development Opportunities**: Invite a well-known speaker to conduct a one-day workshop to members of your organization. Advertise the event in your community and charge a fee for admittance. The more successful events provide CEU’s for participants. The Alpha Theta chapter offers scholarship raffles during the event.

2) **Working with Vendors**: Members of the USC chapter contracted with a local jewelry vender to offer costume and silver merchandise. The event was publicized via email, flyers at approved locations, and the campus TV station.

3) **Auction**: Members of the UNC chapter solicited items from local businesses. Invitations were sent to supervisors at practicum/internship sites, alumni, and university officials.

4) **Raffle Tickets**: Potential items included plane tickets, vacation packages, and/or ACA Conference registration fees. Each chapter member was responsible for selling 10 tickets.

These are only a few of the successful fund-raising activities conducted by our chapters. If you have additional ideas or would like more information, please do not hesitate to contact me at bdew@gsu.edu. Happy fundraising!

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**Welcome New Chapters**

Welcome to the following new Chi Sigma Iota Chapters:

- Nu Delta Sigma Chapter North Dakota State University
- Beta Omicron Chapter Jackson State University
- Mu Beta Chapter Western Michigan University
- Sigma Phi Epsilon Chapter University of North Florida

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**Need to Renew Your Membership?**

You can do so online at [http://www.csi-net.org](http://www.csi-net.org)
Dr. Sandra Lopez-Baez has been a dynamic part of Chi Sigma Iota in various capacities. Her participation within CSI began as a charter member of the Alpha Epsilon chapter at Kent State University as an alumna. In 1982, Dr. Lopez-Baez accepted a faculty position at Walsh University and helped to establish the Alpha Mu chapter. Currently, she is the Faculty Advisor to the Rho Beta chapter at the University of Virginia. Additionally, Dr. Lopez-Baez has served on national CSI committees and in each endeavor, conveys a passion for welcoming everyone to the table of learning and service.

The Background of a Faculty Advisor

Dr. Lopez-Baez brings a rich background of personal and professional experience to her Faculty Advisor role. A variety of personal interests such as learning to play classic guitar, snorkeling, and traveling compliment diverse elements of her professional background. Her academic credentials include a bachelor’s degree from Universidad de Puerto Rico, a master’s degree in Counseling from Marshall University, a Ph.D. in Counseling from Kent State University, and a 3-year post-graduate program in Gestalt Therapy at the Gestalt Institute of Cleveland.

She enjoys a multifaceted career encompassing teaching, practice, consultation, research, and professional service. She has taught mental health counselors, as well as a variety of other students including medical, nursing, and undergraduate behavioral sciences students. In clinical practice she utilizes her expertise in hypnosis, biofeedback, and other interventions and notes that practical knowledge of various modalities also benefits her teaching. As a consultant, Dr. Lopez-Baez offers timely assistance to organizations in “understanding diversity, multiculturalism, oppression, and internationalization of world views.” Her research interests include “diversity/multiculturalism, successful counselor qualities, sense of self in counselors, and use of Gestalt Therapy with Latinos.”

Dr. Lopez-Baez’ career also includes significant involvement in professional service, passionately working to advance multiculturalism and diversity within counseling. She has served in numerous professional organizations such as the National Board for Certified Counselors (NBCC) and ACA divisions of the Association for Multicultural Counseling and Development (AMCD) and Counselors for Social Justice (CSJ). For Dr. Lopez-Baez, colleagues in these organizations have become a “professional family”, who have “influenced [her] research interests and teaching.” She has maintained a vision for extending counseling to all people, especially those who are “marginalized”, in her roles as past President of the Ohio division of the Association for Multicultural Counseling and Development (OAMCD) and currently, as the President-Elect of Counselors for Social Justice. Correspondingly, her work with NBCC in executive and non-executive positions promoted the internationalization of counseling and included aiding the translation of the National Counselor Exam (NCE) into Spanish.

Why CSI Involvement Matters

To Dr. Lopez-Baez, involvement within Chi Sigma Iota is important for students, practitioners, and educators because of CSI’s commitment to and recognition of scholastic achievement and opportunities for networking, mentoring, and professional development. As a Faculty Advisor, Dr. Lopez-Baez finds it “gratifying” to watch students translate skills learned through CSI involvement into their professional lives, such as leadership skills, collaborating regardless of specific tracks (e.g. mental health counseling, school, etc.), and “test[ing] their wings at leadership positions which they can generalize to their area of practice.” Dr. Lopez-Baez’ enthusiasm for her role benefits both herself and her students. The chapters Dr. Lopez-Baez has served over the years have been recognized repeatedly for excellence and accomplishment.

More globally, Dr. Lopez-Baez views CSI as an important advocate for adherence to the scientist-practitioner model, albeit in “teaching, counseling, or conducting research.” Additionally, Chi Sigma Iota’s dedication to promoting counselor advocacy offers “something for everybody” through “calling attention to issues, exploring solutions, proposing actions and participating in forums with others” in order to generate an “exchange of ideas and alternative solutions [that are] powerful and lasting.”

The Future of Counseling and Chi Sigma Iota

With a broad range of experience, Dr. Lopez-Baez is optimistic about the future of counseling and Chi Sigma Iota. As a “young, dynamic, diverse, and still growing” profession, Dr. Lopez-Baez anticipates the expansion of counseling into even more of a diverse and international arena. Given the increasing complexity of the world she observes that counselors have unprecedented opportunities to be “effective change agents in schools, communities, and the world at large” and counselor educators have a unique responsibility for preparing students to “be skilled and adept to deal with diverse clients” teaching them to be “flexible, growth oriented and ready to face “ambiguity” as a reality of life.”

Dr. Lopez-Baez brings experience and expertise to her students and profession and also devotes passion and commitment to her role as a CSI Faculty Advisor.
Counselor Advocacy Tips

Scott E. Gillig  
Advocacy Cochair

The “Counselor Advocacy Tips” column is written to encourage members to share practical examples of counselor advocacy. The question, “What have you done to advocate for the counseling profession?” guides this column. A number of chapters provided quality submissions in response to that question. These have formed the content of the last several editions of this column.

Matthew Shurts, President, Casey Barrio, President-elect, and Dr. Jane Myers, Faculty Advisor, of the Upsilon Nu Chi Chapter submitted ideas specifically related to one of CSI’s Advocacy Themes that focuses on wellness. These writers suggest that as counselors, we often advocate for enhanced wellness for our clients but don’t do likewise for ourselves. To encourage client wellness, the chapter participated in the following: a walk for AIDS research funding, a bowl-a-thon benefitting Big Brothers/Big Sisters and the United Way, and sponsored Red Cross Disaster Services Training for students, faculty, and professionals. To educate members, Upsilon Nu Chi co-sponsored several seminars focused on integrating wellness strategies in counseling sessions and in daily life. To encourage counselor wellness, the chapter conducts an annual leadership retreat focused on wellness of the membership.

Jodi L. Petersen, Upsilon Nu Kappa President indicated that the chapter made efforts this year to promote client advocacy. The chapter held a conference focusing on developing counselors’ responses to diversity and justice issues related to persons of color and sexual orientation. The keynote speaker indicated that through relationships with others, counselors can find many opportunities to advocate but warned that advocating for social justice can come at a price. Another speaker addressed stereotypes and language barriers in working with Latino families. A third speaker and her family participated in a panel discussion about the coming out process. Participants were impacted by the family’s commitment to one another in the face of discrimination and acts of hate and cruelty. As a result of the conference, participants were challenged to develop a new way of interacting with and for people.

The Beta Chi Chapter presents an annual wellness conference with topics such as suicidology, keeping the counselor healthy, and counselors’ responses to the aging America. Additionally, the chapter has participated in development of a counseling supervision consortium. A website, lectures and workshops provide support functions to the consortium. Beta Chi promotes educational achievement by offering an annual scholarship to an individual who demonstrates excellence in scholarship, professionalism, research, and contribution to the chapter.

Michele Garofalo, Chapter Advisor of Mu Upsilon Gamma Chapter reported the chapter sponsors an annual educational seminar. Seminars have been presented on teen grief, multicultural issues, and coping with school violence. These seminars promote the field of counseling by providing valuable training for counseling professionals and giving students an opportunity to network with these professionals.

Creating Lifelong Training Options  
(continued from page 11)

the immediate applicability of the material covered to their current or planned work and individual research interests.

Downsides to the development of specialty certificates include limited funding for the development of such programs. However, there are grants overseen by the U.S. Department of Education that seek to provide scholarships, traineeships, and other financial incentives for the development of staff training for personnel working with under-served populations. The Rehabilitation Services Administration Long Term Training Grant program are also applicable for certificate programs that address identified rehabilitation priorities. Other funding options may be available through the sponsoring institution. In addition, without a culminating professional certification or assignment of value by a specific agency, some institutions may be reluctant to commit resources and potential students may be reluctant to invest tuition dollars. The success of these certificate programs may be dependent on working collaborations between university and organizations within the community.

Counseling-Related Specializations

In a recent needs assessment conducted through the University of South Carolina’s Rehabilitation Counseling Program, some areas of counseling-related specializations were identified as areas of interest to practicing professionals: counseling assessment, trauma counseling, advanced practical research, Adlerian counseling and other specific counseling approaches, autism and chronic pain management, traumatic brain injury and others.

As the counseling profession has matured, the educational need has expanded beyond the preparation of beginning counselors and the creation of educators and researchers. Exploration of programs and training that meets the needs of veteran counselors, life long learners, and practitioners committed to direct client service may be the next step in the ongoing development of the professional preparation of counselors. The credibility of the counseling license in a time when accountability is measured by successful client outcomes rests equally with the effectiveness of practitioners and the availability of researchers interested in investigating and the approaches that work.

Leaders and Legacies provides a thorough, comprehensive, and ecological overview of the history and leaders of the counseling profession. Included in the book is valuable information on land breaking laws and events that effect the counseling discipline. These include changes in federal laws, changes in individual state laws, the impact of the overall economic environment, and the impact of the political environment within the USA.

Leaders and Legacies also discusses the risks, struggles, and sacrifices that pioneers in the counseling field took as they began the process of developing an identity for the counseling discipline. The American Counseling Association began its roots in school counseling and advocacy both for the students and for the counseling discipline which was already well established. In addition, ACA has been there to advocate for individuals who are providing counselor services.

Although there are many leaders in the field, the authors acknowledge that not every leader’s history and profile could be discussed. The authors provide a profile of leaders, starting with the first ACA president, and other individuals who made significant contributions to the field such as other presidents of ACA, people who been advocates in the field, have brought about change in the profession, and who continue to be active in service work. As you read the book and understand the definition of leader, the reader will begin to understand why each individual’s profile was chosen and will begin to recognize how these individuals have been models of leadership who have left a legacy.

There are two important chapters that I especially recommend to every student and faculty member: Master Students as Leaders and Doctoral Students as Leaders. In these chapters, the authors provide wonderful examples of master’s students providing leadership in different types of leadership opportunities. The authors remind us that a leader is not always the president of a professional organization but instead may be a leader who advocates or creates change through interactions with people outside the counseling discipline. In the chapter about doctoral students as leaders, the authors encourage students and faculty to rethink the definition of leader and to review how today’s doctoral students are being prepared to face the challenges of being a leader in addition to being a faculty member or practitioner.

Overall, this book was interesting to read. It provided me with new knowledge and a appreciation for our history as well as the struggles the profession has been through as a discipline. Understanding these aspects of the profession and knowing that our foundation is solid in schools, community counseling, and especially in advocacy increases my pride in the counseling field and reaffirms my sense of integrity as a counselor.

Taylor and Francis publishers have extended the 20% discount for CSI members on the West, Osborn, and Bubenzer book, Leaders and Legacies: Contributions to the Profession of Counseling. The code that members should fax or say when they call to place an order for the book is “118M.” The number for the Taylor and Francis warehouse is 1-800-634-7064.