CSI Endorses New Book: Professional Counseling Excellence through Leadership and Advocacy

Catherine Y. Chang, Past-President, and Tom Sweeney, Executive Director

In the past, CSI has endorsed two books (i.e., The Handbook of Counseling: Leaders and Legacies: Contributions to the Profession of Counseling) which are congruent with the mission and vision of CSI. Once again, CSI has agreed to endorse the upcoming book Professional Counseling Excellence through Leadership and Advocacy (publication date 2011) edited by Catherine Y. Chang, Andrea L. Dixon, Casey Barrio Minton, Jane E. Myers, and Thomas J. Sweeney and with contributions from leaders and advocates within CSI and the counseling profession. This book project originated as a byproduct of the strategic planning process. During the strategic planning process, there was much discussion related to the importance of leadership and advocacy in the counseling profession. At the same time, the Council for the Accreditation of Counseling and Related Educational Programs (CACREP) released the 2009 standards which now require leadership and advocacy knowledge and skills for counselor training. The editors, along with Dr. Donna Henderson, past-president of CSI, began discussing the need for a book focused on training leaders and advocates for the counseling profession.

Below is an excerpt from the introduction of the book (please note this is not the final version):

Relatively speaking, counseling is a young profession. Only in the last 30 years have we had widespread accreditation of training programs, certification for professional counselors nationally, and the possibility of state licensure for those trained in our field. It is only recently that every state has required credentialing for professional counselors, yet licensure laws change and we face a continual need to ensure that trained counselors are assured the right to practice within the scope of our competencies. The need for leadership is particularly critical since every dimension of what it means to be a profession is finally in place, yet threatened by the capricious nature of the political process relative to reauthorization of our licensure laws, turfism from other professions, and a host of other factors. In this context, advocacy becomes a critical focus of our leadership efforts.

We view advocacy as a two-pronged concept, including both advocacy for the profession and advocacy for those we serve. It is difficult if not impossible to determine which comes first. If we do not have a strong profession that is recognized, respected, and empowered, trained professional counselors will lack the right to practice what we have been trained to do. At the same time, if we fail to advocate for our clients, we risk losing the fundamental reason for entry into this profession – to help others achieve their optimum potential for human development and wellness.

Embedded within and throughout this text is a call for social justice and social advocacy as a part of counselor competencies. The disparity between those who are privileged and those who are not results in far too many individuals that would benefit from counseling services not getting them. They are being deprived in no small part because of the lack of counselor positions or third party payment. This is most apparent in rural areas, inner cities, among those less economically advantaged, in third world nations, and among those on the fringes of society because of physical, mental, or emotional challenges, or those who are disenfranchised because of racism, sexism ageism, disabilities, or other forms of prejudice and oppression. Advocacy for those that need counseling services is an imperative, and one

(continued on page 8)
We are looking forward to gathering with you in New Orleans during CSI Day 2011! I am pleased to announce a reformulated CSI Day to allow true integration with the ACA Conference and an opportunity for members to earn a CSI Certificate of Study in Leadership, Research, Advocacy, and Global Outreach for participating in our networking, enrichment, and continuing education events. We are particularly grateful to ACA for providing CSI with five educational sessions and 25 poster sessions offered throughout the conference. We selected the educational sessions and designed our leadership workshop in hopes that they will help our members and chapter leaders reach toward our vision – contributing to the realization of a healthy society by fostering wellness and human dignity through scholarship, research, professionalism, leadership, advocacy, and excellence in counseling.

**CSI Day – Friday, March 25th 10:45am – 7:30pm**

We will start this year’s CSI Day events a bit later than usual to allow CSI members to participate in ACA’s Opening Session keynote with Soledad O’Brien. Official CSI Day events begin with chapter leader and faculty advisor sessions and a new brown bag networking lunch designed to help chapter leaders and CSI committees connect around the topics most important to them. Note that CSI committees have a designated meeting time Saturday morning as well. Our abbreviated leadership workshop will focus on journeys toward leadership excellence; we will conclude the day with our annual business meeting, awards ceremony, and reception.

**Leadership Workshop – Friday, March 25th 1:00pm – 3:15pm**

*If your actions inspire others to dream more, learn more, do more and become more, you are a leader.* ~ John Quincy Adams

I suspect that the majority of CSI members who lead their schools, agencies, counselor education programs, communities, and profession did not set out to be leaders; some may not even consider themselves leaders. Rather, they are citizens who chose to take action in response to an invitation or perceived need. It is through these vital leadership activities and choices, however, that we accomplish the work of our profession.

This year, we will explore our developmental journeys toward leadership and discuss implications for participants’ development in their chapters and communities. We will start our workshop by recognizing our 2011-2012 Leadership Fellows and Interns – individuals who have shown leadership promise through activities in their local chapters and communities. Next, we will introduce a panel of professional counseling leaders who are at various points in their leadership journeys and who have demonstrated leadership excellence in a variety of local, state, or national-level activities. Presenters will discuss how and why they first became involved in leadership, reflect upon key turning points in their leadership journeys, and share recommendations for your own development. I trust you will find our discussion meaningful, relevant, and inspiring for your personal journey.

**Education Sessions**

Our five education sessions are sponsored by ACA, will be presented by recognized leaders in our profession, and will be open to all conference attendees. This year, session will follow five themes consistent with CSI’s mission:

- Leadership & Professional Advocacy: CACREP’s Look to the Future is Now!
- Professional Advocacy: What Counselors Need to Know & Do

(continued on page 3)
(President, continued from page 2)

- Counseling Globally: Calling on Counselors
- Research in the Counseling Profession: What is Needed Now
- Counselors: Making a Difference Wherever You Are Through Community Engagement

In addition, CSI members will offer 25 poster sessions, five for each of our themes. For your convenience, we posted a complete listing of CSI-sponsored sessions at www.csi-net.org/csiday. Please be sure to look for CSI-sponsored educational and poster sessions throughout the conference program!

**Registration and Certificates of Study**

You can earn CEUs through ACA for attending all CSI-sponsored educational and poster sessions and from CSI by attending the leadership workshop (up to 2.5 hours) and for Chapter Faculty Advisors who attend the CFA meetings. Please be sure to register for CSI Day events by March 11, 2011 including the leadership workshop and business meeting by visiting www.csi-net.org/CSIDAY and clicking on Leadership Workshop and Delegate Business Meeting. Also be sure to check out our website for details regarding how you can earn a CSI Certificate of Study in Leadership, Research, Advocacy, and Global Outreach by attending our sessions this year.

If requested, a sign language interpreter will be provided. Please request this service online by Friday, March 11, 2011 or by contacting Kelley Rowland at kelley.rowland@csi-net.org or by calling or faxing (336) 841-8180 or e-mailing Dr. Tom Sweeney at tjsweeney@csi-net.org.

I hope to see you at our CSI Day events in New Orleans!

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**Headquarters’ New Part Time Staff**

For the first time in its history, the CSI headquarters has added two quarter time staff. After growing to become the third largest membership organization in counseling, members and chapters responding to the 2008 Strategic Planning survey shared input that resulted in two years of discussions, task force studies, and long term recommendations. One point that became increasingly obvious was that the same staff size and capabilities would not be sufficient for future needs.

The Strategic Planning Committee and Executive Council agreed that the survey input suggested that more members wanted to be involved in CSI. In fact, many of the emerging leaders in the profession credit CSI chapter involvement as central to their formative identity development as professional counselors and their aspirations as leaders. Helping more members actualize their talents and capabilities as volunteers as well as leaders fits well with the mission of CSI.

Two positions, one related to working with chapters and volunteers and the other focusing on web resources, were chosen as logical extensions of work growing out of strategic planning. Jennifer Bell Brown and Cheryl Pence Wolf, respectively, are in a process of orientation with CSI while they complete their doctoral studies in counselor education. Each brings unique advanced educational and work experiences from prior preparation and careers, Jennifer as a practicing attorney with a public policy Masters’ degree and Cheryl as an Annapolis graduate naval officer with a Masters in economics as well as interest in web technology. We expect to have their work with CSI to become more apparent in coming months.

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**Chi Sigma Iota Welcomes New Chapters:**

- **Delta Eta Epsilon**, MidAmerica Nazarene University
- **Rho Alpha Xi**, Springfield College
- **Alpha Beta Chi**, William Paterson University
- **Rho Upsilon Beta**, Rider University
Leadership Beyond Titles: It’s What You Do, Not Who You Are
JoLynn V. Carney, CSI President

Being CSI President confirmed what I have always felt about leadership. It is what you do, not your title that defines leadership. I never considered myself a leader, yet I ran a florist shop for 20 years and had many other good group experiences. This year I’ve had the title of CSI President, only to recognize again that it is work and support that makes the difference; the title is only words.

The title is a great honor, but success in this year has not come through “giving directions,” “planning special events,” or “coming up with brilliant ideas.” Instead successes have come through the Executive Council listening to diverse voices and perspectives and using them to work towards common, viable goals. Committee/Taskforce chairs/ members and CSI members are the voices. They view the organization from different perspectives, each one adding to the whole.

The experience reinforced my belief in the CSI leadership model that encourages all members to find ways of listening to and supporting the counseling profession, individual counselors, and society. Recalling this year and people who I’ve most respected, there appear to be aspects of a leader’s evolution that are most important, or at least aspects I most hope to emulate.

It begins with a desire to be a part of something larger than yourself

Coming from a large Italian family, things were always more about “us” than any individual. Individuals were supported with the belief that as the whole benefited so would individuals.

It didn’t always work perfectly, but was great for promoting a sense of safety, inclusion, self-worth, confidence, and being part of something important. The value of feeling part of this greater whole seems essential to being a good leader.

It builds with being a supporter

The role of supporter has been a constant in my life, from helping with family’s needs, to counseling clients, mentoring students, and finding ways to meet the diversity of CSI member goals. The good feelings that come with finding ways to support individuals and groups through difficult times are like the sun shining through after a dark and rainy day. It is work, but work that feels good and asks for more. There is no title needed for this work, just the desire to help others grow and the willingness to put your other personal goals aside for periods of time.

Titles are recognition, not success

I didn’t become a better counselor when I received my professional license, nor did I become a better leader when I became CSI President. These titles are only recognition that you have shown some form of leadership and support for others. I believe the key to success is to remain the same person doing the same things you did before you received the title. Use the skills you have developed that promote the welfare of others. Don’t try to change what you do to match the title. Make your work in the title match the motivation and skills that have brought you the recognition as a supporter who will put the interests, needs, and values of others, not oneself, as the focus of leadership efforts.

Real leadership continues in supporting roles

I have noticed over the years that once the title of leader is gone, many leaders give up their involvement in an organization. Yes, they did their part, but the best of leaders continue to find less titled ways to be supporters and I’ve seen more of this in CSI than in other organizations. For me, this means going back to being a supporter as Chapter Faculty Advisor and in whatever ways fit best in my local chapter. But it also means looking for ways that my particular skills can be used within CSI so that I am doing my part for the betterment of the whole. The title of President has been good, but it is the work in support of individuals and the organization as a whole that brings the rewards.

What’s New at csi-net.org?

Chapter leaders and members can get helpful ideas about chapter activities by reading self-instructional PowerPoint training packages at csi-net.org/chapters. Professional counselors and Chapter Faculty Advisors can get CEUs for completing the training programs. Topics now on line include:

• Professional Members, a program full of ideas for meeting the needs of alumni and professional members and keeping them involved in your CSI chapter.
• Chapter Web Pages and Facebook Sites are separate packages providing concrete suggestions and strategies for creating and using chapter web pages, chapter Facebook sites, and other forms of chapter internet presence.
• Creating a Chapter Newsletter and four packages are to help chapters plan and implement dynamic Awards Programs at the chapter level and submit successful nominations to CSI International are also available.
Membership and chapter activity remain strong in spite of the continuing economic woes of ours and other economies. We already have three new chapters plus three more in the preparation and review process. Our new and renewing memberships are on par with last year’s numbers that were again a record setting year. In addition, twenty chapters have reactivated with a renewed energy and vision for serving their members. We have more active committees and taskforces than at any time in the past. More members and chapters are networking through emails and Facebook than ever before and those of us in headquarters have had no “slow” time during the past few years such as was true in our earliest years.

I was reminded as I studied the renewal memberships that those who choose to stay active (approximately 7,000 plus 800 life members) do so out of an uncommon commitment to “…promote a strong professional identity through members (professional counselors, counselor educators, and students) who contribute to the realization of a healthy society by fostering wellness and human dignity.”

After eleven (11) years without a dues increase and only two total increases since we began in 1985, the Executive Council was compelled to increase our membership dues due to the increased size, member expectations, and activity of CSI. The renewing members no doubt noticed it first. I believe that these active members again have demonstrated what I have referred to as a social covenant to serve as opposed to an expectation for personal gain. They are in my opinion the servant leaders of the profession. We are truly grateful for their loyalty to their chapters and the oath of service for membership to which all have attested.

As a consequence, CSI has been able to help support our 272 chapters with rebates in excess of $660,000 since 1985 and to provide co-curricular assistance to the counselor education programs of which they are apart. In addition, our leadership investment through awards, fellowships, internships, leadership workshops, research and professional development grants, professional development programs, conferences, chapter initiation speakers and chapter sponsored social functions have been in excess of $175,000. In addition, chapters raise additional funds which they use to support community and departmental counselor education activities in the thousands of dollars each year.

As we approach the mid-point of the academic year, we have much remaining to do but it is encouraging to know so many are providing their support when not to do so would be easy and justifiable by economic times. Servant leaders encourage greatness in others by their example and not just their words.

CSI Day New Orleans Style!

It is that time of year again! Only this year as reported elsewhere in this issue, we have a new format for our “CSI Day”! It will run Friday - Sunday, March 25-27, 2011! Due to CSI members’ significant presence at ACA, we received five (5) educational programs, 25 poster sessions and 20 student registrations allowing our programming to extend to all attendees at the conference. This also permits more involvement by our members in the overall conference programs. To make this programming more meaningful, we will award certificates of study for individuals who attend these sessions by the five themes related to the educational sessions and posters sessions.

You can get full details at www.csi-net.org! Hope to see you there!
Professional Conferences: Opportunities for Professional Advocacy

Philip Clarke, CSI Intern and Blair Sumner Mynatt, CSI Intern

Stephen Covey (1989) shares a story about a man feverishly attempting to cut down a tree. An onlooker, noticing his exhaustion and lack of progress, recommends that stop and sharpen his saw. The man exclaims that he does not have time to sharpen his saw for he is too busy sawing.

As counselors, it is vital that we take time to sharpen our saw, especially regarding advocating for the profession. Attending professional conferences is one way for counselors to experience renewal and demonstrate professional advocacy. Developing an identity as a counselor and fostering a sense of community and professional pride is critical to supporting the profession (Myers, Sweeney, & White, 2002). Recall the first counseling conferences you attended as a student and new professional. The authors remember experiencing an immense feeling of collegiality, an increasing desire to understand what it means to be a counselor, and inspiration to positively promote our profession at the state and national levels. Conferences also provide a bridge for professionals to stay connected and prevent counselors such as private practitioners from feeling isolated.

Myers, Sweeney, and White (2002) also identified accountability and advocacy training as keys to professional counseling. By attending conferences, counselors have the opportunity to discover new evidence-based practices and remain abreast of current research. This allows counselors to effectively advocate for clients at both the clinical and community level. The upcoming CSI Day at the American Counseling Association Conference in March, 2011 is an example of advocacy resources available at professional conferences. Leaders in the counseling field will speak on topics including community engagement, the globalization of counseling, advocacy at the state and national levels, and research needs in the counseling field to better serve clients and promote the profession of counseling (csi-net.org).

Nearly half of the participants in a national survey of persons in leadership positions in counseling organizations reported “lack of collaboration” as a barrier to advocacy (Myers & Sweeney, 2004, p. 469). This statistic highlights the need for networking among professional counselors. Conferences provide opportunities for professionals to partner with each other and mobilize advocacy resources. In the spirit of CSI’s mission to promote excellence in the counseling field, professional conferences allow for the exchange of information on interventions and skills to keep counselors at the forefront of the helping professions. Conferences also inform counselors how to advocate for clients and the counseling profession at the state and national levels.

References


2011-2012 Election Results

Catharina Chang, CSI Past-President

Chi Sigma Iota was once again fortunate to have four outstanding leaders agree to be nominated for the offices of president-elect and treasure-elect. Nominees for president-elect were Dr. Vicki White Kress from Youngstown State University and Dr. Todd F. Lewis from the University of North Carolina at Greensboro. The nominees for the office of treasurer-elect were Mr. Stephen D. Kennedy a school counselor at Northeast Guilford High School in North Carolina and Dr. Larry Tyson from the University of Alabama at Birmingham.

All four candidates have already contributed much to promoting excellence in counseling. We are grateful for their commitment, leadership and service.

Congratulations to Dr. Vicki Kress, President-elect and Dr. Larry Tyson, Treasurer-elect. Dr. Kress is a professor, clinic director, and the director of the clinical mental health, addictions, and college counseling programs at Youngstown State University. Dr. Kress has a long history of serving CSI as chapter faculty advisor of the Eta chapter, counselor educator task force, faculty advisor committee chair, and national advocacy committee member. Dr. Tyson is an associate professor at the University of Alabama at Birmingham. He has been active in two CSI chapters and currently serves as the faculty advisor for the Zeta chapter.

Our sincere gratitude to all the candidates for their continued support of Chi Sigma Iota and their willingness to serve as an officer in CSI.
I have a five-month-old son named Andrew. In the books on parenting that I’ve read, one is often told that from the earliest ages exposing a child to new experiences is a vital and important practice. I’m 36 years old and yet as I sit to write these words about my first experience at the American Counseling Association (ACA) conference in Pittsburgh this past spring, I can’t help but find parallels between my five-month-old son and myself.

I am in the Counseling Education program at the University of Alabama-Birmingham and a member of the Zeta chapter of Chi Sigma Iota, and therefore in the earliest stages of my career as a counselor. The ACA conference in Pittsburgh was a vital and important experience at this point in my career for many reasons, but two stand out the most.

First, attending the conference gave me the opportunity to learn from counselors currently practicing in areas in which I have great interest. I attended an education session on starting a private practice, presented by experienced professionals who explained the process of starting one’s own practice and demonstrated how the flexibility of private practice allows a practitioner to generate business in multiple ways. I attended a session on ethics in the profession that allowed me to see how the two areas of my professional background, counseling and law, intertwine, giving me an example of a specific niche where my different skill sets come together. Learning from the professionals who presented these content sessions not only gave me valuable insight into different areas of interest but presented embodiments of the professional I hope to be. The sessions at the ACA conference provided both education and encouragement for me as I continue to develop my professional identity.

Second, the conference gave me the opportunity to spend time with faculty and peers from the UAB program outside of the world of academia we normally inhabit. Attending Chi Sigma Iota functions, discussing potential educational sessions we might attend, even social functions such as going out to dinner brought added layers to the individuals I have grown to know over the past two years. As I spent time with my peers and mentors outside of the classroom, counseling started to feel like the beginning of a lifelong career for the first time. For a career is spent in the community of one’s vocation – meeting with one’s professional organization(s), sharing and discussing concepts and ideas with colleagues, or simply enjoying laughter and conversation over a good meal.

From our first days to our later years, we need new experiences to help us grow, adapt, and learn. The ACA conference was an experience that not only provided such growth in my present day but provided me with a glimpse of a place I can continually turn to in the future for the continued growth we as counselors seek out in our careers.

Chi Sigma Iota proudly thanks donors:

Carol Jones, Alpha Epsilon
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Amy Beth Pedigo, Upsilon Theta Chi

Spring 2011
that is addressed most successfully among counselors skilled in leadership and advocacy for the counseling profession as well as client development and change.

The counseling profession is founded on a philosophical position of contributing to the prevention of obstacles and more importantly the enhancement of human development over the life span through comprehensive counseling services. This position has found a voice in the wellness movement now apparent in our society. Research findings across disciplines support the basis for this philosophical stance, including wellness research in counseling over the past twenty years. As a profession, we continue to develop a broad base of empirical support for counselors to bring their knowledge and skills to bear on wellness for individuals in schools, colleges, businesses, and industries, and throughout local communities in this country and globally.

Counselors-in-training must develop the skills to be effective leaders in the profession and in the settings and communities where they serve. Clearly, such leaders will be advocates for groups and individual clients as well. Both our profession and the clients we serve require that counselors be trained as advocates and leaders for professional, social, and personal change. Leadership and advocacy are critical skills, closely related, sometimes inseparable, and jointly focused on positive, wellness enhancing action for clients, communities, and our profession.

Our vision is that this book will be used in doctoral seminars to help students achieve a broad scope and vision of leadership and advocacy which includes client advocacy, advocacy for the counseling profession, and social justice. In addition, it will be a resource for students at all levels and practicing counselors to use as templates for leadership and advocacy interventions in their specialty areas. This book addresses the special competencies needed by culturally competent advocates and leaders by work setting. Competencies promulgated by the American Counseling Association (ACA) and other organizations as well as the CSI Principles and Practices of Leadership Excellence and the ACA Advocacy Competencies are included. Each chapter includes a section on application of the concepts presented for individuals, groups and classrooms, counselor education, and global applications. Concrete examples based on the authors’ experiences where leadership and advocacy competencies were required are integrated throughout the chapters. It is our hope that this book will serve its intended uses and contribute to excellence in counselor preparation, supervision, and practice.

**Chapter Tips**

**Brandy Kelly and Rachel Hoffman, Committee Chairs**

The Chapter Development Committee (CDC) is responsible for helping chapters realize their full potential for success. As such, we are pleased to offer a Chapter Tip for increasing chapter success.

In addition to being a time of sunshine, flowers, and hope for warm temperatures, spring can also be a great time to add new chapter members. Many students first become eligible for initiation into Chi Sigma Iota (CSI) after their first semester in the counseling program; thus, many students are eligible to join CSI as they begin Spring semester.

Raising consciousness to CSI membership can be a great way to help those students who are eligible to learn about the benefits of membership in the organization. The appropriate way to do this after the Chapter Faculty Advisor and membership committee have cleared all eligible students for endorsement by the chapter is to send a personal letter to each individual informing them of their eligibility and how to apply online. CSI provides a member processing checklist and a sample letter of invitation (csi-net.org/chapters) that chapters can adapt to their particular needs. The mission, nature and benefits of CSI membership are also outlined in a Power Point for use by chapters and can be used to provide all students an overview of CSI as a part of student orientation to the program.

Typically individuals need time to decide whether to accept the invitation by web surfing CSI-Net.org, speaking with other members and officers as well as the Chapter Faculty Advisor and finding out more about the chapter. Unlike a club or other social organization that they may have joined, invitation to CSI membership is an honor much like receiving an award and needs to be understood as such. Anything the chapter can do to help make membership a meaningful decision and commitment to the oath of membership is important. During this time of invitation and decision, it can also be helpful to hold a chapter meeting so that those new to CSI and the chapter can feel welcome as they make their first contact with the chapter.

As noted above, the CDC is available to help chapter leaders grow their CSI chapters. Although the CDC will be periodically providing tips for chapter success, we invite you to contact the CDC Co-Chairs, Drs. Kelly and Hoffman (blkelly10@yahoo.com and rhoffman15@yahoo.com) if you have any questions about your chapter’s development. Moreover, please consider visiting the Chapter Leaders Forum http://www.csi-net.org/forum.cfm#forum6734 for tips and strategies related to creating successful chapters!
Imagine that you woke up one day and knew that you had found your calling and would have the opportunity to make an impact on your community and the world around you. This one day happened for Dr. Nancy Bringman on her very first day of class as a master’s student in the school counseling and guidance program at the University of Florida. Nancy said that she had always been drawn towards working with children and adolescents, but it was this first class that confirmed for her that she was where she needed to be.

After graduating from the University of Florida with an Ed.S./M.Ed. in School Counseling and Guidance, Nancy went to work as an elementary school counselor. During the 3 years spent in the elementary school Nancy developed a passion for teaching and wanted to make an impact on the students, families and communities by helping to prepare and train future school counselors. It was during this time that she made the decision to return to the University of Florida to pursue a PhD in Counselor Education.

While completing her PhD, Nancy continued to work in the school system as a middle school counselor. Dr. Nancy Bringman is the Program Coordinator and Associate Professor of Educational Counseling at California State University, Bakersfield. In addition to being a program coordinator and associate professor, Dr. Bringman was invited to become a co-faculty advisor of the Alpha Theta Chapter in March of 2009. Among the many great professional accomplishments Dr. Bringman has received, it was her most recent award of promotion and tenure that brings it all full circle.

As a new chapter faculty co-advisor, Nancy has had the privilege of working with extraordinary student and alumni leaders, but notes that it was the leadership, mentorship and support of her co-advisor Dr. Kathleen Ritter that made the transition to the position effortless. As a faculty advisor, counselor educator and school counselor, Dr. Bringman encourages her students to be advocates for the school counseling profession by educating school administrators regarding the role of professional school counselors. This professional obligation has never been more critical than now. With the uncertainty of the economy many schools are losing counselors and the student to counselor ratio will continue to remain high. Dr. Bringman feels that advocacy is incredibly important, but she challenges her students to take it a step further by being accountable and consistent in the work they do as counselors. In being an accountable professional counselor, Dr. Bringman consistently reminds her students to never forget that all students (no matter the circumstance) have the potential for growth and development. With this at the core of what we do as professional counselors, the positive impact and change we can make will no longer be a dream but a reality. Now imagine you wake up one day and had found the calling that enabled you to be a part of that change. According to Nancy, “There has never been any doubt in my mind that this career path was where I needed to be. I truly love my job!”

Chapter Tips Now on Line!

Thanks to the hard work of the CSI Chapter Development Committee, chaired by Drs. Brandy Kelly and Rachel Hoffman, and CSI Leadership Intern Blair Mynatt, 26 years of Chapter Tips from the Exemplar are now on line at csi-net.org/chapters. More tips to help develop and maintain successful chapters will be added in the future. If you have a tip to share, please post it to the Chapter Leader Discussion Forum at csi-net.org/chapters.
Advocacy and Wellness: Engaging Counselors and Clients in Positive Life Change

*Philip B. Clarke, CSI Leadership Intern, & Jane E. Myers, Faculty Advisor, Upsilon Nu Chi
ChapterCSI Research Task Force, Co-Chairs*

Most counselors would say we entered the profession to help others. As a consequence, when we think of advocacy social justice and the needs of clients often comes to mind. CSI leaders have emphasized the importance of advocating for both clients and the profession (csi-net.org). We advocate for the profession for many reasons, not the least of which is to assure that our training is recognized and respected, our credentials are meaningful, and we are empowered through laws and policies to speak and act on behalf of our clients.

CSI sponsored two national conferences attended by leaders from counseling organizations who were brought together to develop a plan for advocacy by professional counselors for the profession and those we serve. Six advocacy themes were identified (see csi-net.org/advocacy), including theme F: prevention and wellness. This particular theme emphasizes the goal of “promot[ing] optimum human development across the lifespan through prevention and wellness” (p. 1). Although wellness has been defined in various ways by different professions, a description of wellness proposed from the field of counseling is “a way of life oriented toward optimal health and well-being, in which body, mind, and spirit are integrated by the individual to live life more fully within the human and natural community. Ideally, it is the optimum state of health and well-being that each individual is capable of achieving” (Myers, Sweeney, & Witmer, 2000, p. 252). Advocacy through wellness can be achieved by counselors incorporating wellness methods into their work with clients, research, and client advocacy. Further, advocacy for wellness entails educating counseling students in practicing a wellness lifestyle and supporting counseling professionals and counselor educators in the maintenance and pursuit of positive change throughout the lifespan.

Wellness advocacy occurs at multiple levels; however, the foundation begins with counselor education. Wester, Trepal, and Myers (2009) studied levels of wellness and perceived stress among counselor educators and found that the well-being of counselor educators was higher than the norm group who have taken the Five Factor Wellness Inventory (5F-Wel). These results suggest progress toward the wellness advocacy objective of counselor educators adopting a wellness lifestyle. Since perceived stress was the strongest predictor of wellness outcomes, it merits further attention from the field. Pre-tenured faculty may experience strain due to several factors ranging from a lack of connection in and out of the workplace to misperceptions about working in academia (Hill, 2004). Recommendations for advocating for the wellness of new counselor educators include creating a wellness plan, partnering with colleagues in research, writing, and wellness-related activities, and infusing wellness concepts into the structure and atmosphere of counselor education programs (Hill, 2004).

Similar to counselor educators, counselors in training also scored higher on the Five Factor Wellness Inventory than the normed 5F-Wel general adult norm sample (Myers, Mobley, & Booth, 2003). However, counseling students must cope with the stress of navigating the transition to working with clients and balancing school with other life roles. The wellness of counselors in the field is negatively affected by secondary traumatic stress from working with clients coping with trauma, a stressful work environment, an imbalance of helping others rather than oneself, self-blame if clients’ problems persist, and working with a high frequency of clients on a daily basis (Cummins, Massey, & Jones, 2007). Counselors and counselors in training can improve their holistic wellness by engaging in practices that increase their spiritual, physical, emotional, cognitive, and interpersonal well-being (Venart, Vassos, & Pitcher-Heft, 2007). Advocating for client wellness can be done within the confines of the individual and group counseling process. Wellness counseling offers a strengths-based perspective to addressing client concerns in which clients can identify areas in which they seek to grow as well as parts of their lives in which they feel well (Sweeney & Myers, 2005). Moreover, since the areas of wellness are interconnected, counselors can help clients to improve weaker areas by mobilizing a client’s resources and abilities, rather than focusing solely on deficits (Sweeney & Myers, 2005). Wellness counseling is not limited to the “worried well” and can be implemented effectively with clients with severe mental health problems (Ivey & Ivey, 2005).

Counselors can advocate for clients outside of the counseling office. Awareness of the existence and impact of oppression and discrimination on the well-being of clients is critical (Constantine, Hage, Kindaichi, & Bryant, 2007). Counselors not only refer marginalized clients to community resources but can also be a source of education for clients and colleagues on issues related to oppression and discrimination.

(continued on page 11)
Advocacy through prevention and wellness is thus a venture that starts with nurturing ourselves as counseling students, professionals, and educators and extends to promoting the wellness of our clients, the community, and the counseling profession.

CSI’s Role in Research Excellence
Casey A. Barrio Minton & Nicole R. Hill
CSI Research Task Force, Co-Chairs

A rigorous, well-developed research base is a critical sign of any healthy profession. A healthy research base inspires pride within our profession, informs our work with students and clients, promotes health and wellness within the community, and helps those outside our profession understand what makes professional counselors unique. Research is critical for ensuring ethical and effective practice and demonstrating our accountability to those who make decisions about counselor licensure, reimbursement, or services and programs across counseling settings. Recognizing the importance of research for our profession, CACREP requires that master’s and doctoral students learn about research and that programs conduct research on program effectiveness and student learning outcomes.

For over 25 years, CSI has been recognizing and promoting excellence in the counseling profession; excellence in counseling research is a longstanding component of our mission. CSI has been active in its endeavors to promote rigorous and quality research within the counseling profession. Research excellence is reflected in CSI’s Excellence in Counseling

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Recently, some leaders in our profession have expressed concerns that counseling’s current research practices may not reflect research excellence. Key questions in this dialogue include:

· Are professional counselors utilizing research to inform practice?

Advocacy and Wellness, continued from page 10

resources, we can also educate others who may be in position to reduce discriminatory behavior in the future (Constantine, Hage, Kindaichi, & Bryant, 2007). Examples of outreach to improve community wellness include 2010-2011 CSI Excellence in Counseling Research Grant recipients from the Chi Theta Chapter of Jacksonville State University, Kelli Lasseter, Melanie Wallace, Nancy Fox, and Tommy Turner who researched service learning as a vehicle for increasing counselor competency (csi-net.org). Studies such as this provide the benefit of both meeting the needs of members of the community while raising new counselors’ consciousness about how the wellness of clients and persons in the community is impacted by discrimination and how to advocate for social justice.

Advocacy through prevention and wellness is thus a venture that starts with nurturing ourselves as counseling students, professionals, and educators and extends to promoting the wellness of our clients, the community, and the counseling profession.

References


Is Your Chapter on Facebook?
Stephen Kennedy
CSI Web Resources Consultant

With over 500 million users, Facebook has become the most popular website for social networking. For CSI chapters, a group on Facebook can encourage communication between current students and professional members, provide news to members both on and off campus, promote chapter events, and introduce new chapter leaders. More than 80 CSI chapters have already created a Facebook site.

Designing a Facebook site can be confusing since the website offers several formats. A “Facebook page” is described as the ideal format for businesses, but it is inappropriate for a CSI chapter since any Facebook user can join a page and post on it. It is also tempting to use a personal profile that can “friend” chapter members, but Facebook states that these profiles are only for people and deletes organizations’ profiles when they are discovered. A “Facebook group” is the appropriate format for a CSI chapter since groups can be “closed” to members of your chapter, while offering useful features such as announcements, photo albums, links, and an RSVP option for events.

Chapters can find a complete list of CSI policies regarding Facebook sites at csi-net.org/chapters. Site administrators can download a blank copy of the “Social Networking and Internet Presence Review Rubric,” complete it while editing the Facebook site, and use the same link to submit the completed rubric to CSI Headquarters. A Powerpoint Training Module titled “Creating a Chapter Facebook Group” is also available on the website.

In November of 2010 Facebook changed the design of groups. Sites created before November were not affected, but any group designed after the update must use the new format. CSI policy states that chapters should label groups as “professional organizations” on Facebook, but the new format does not differentiate between types of groups. Chapters starting a new group can therefore disregard item #8 on the review rubric, but a chapter editing an older Facebook group should still label it as a “professional organization” instead of an “academic organization” or “club.” Directions for editing both new and old Facebook groups are included in the Powerpoint Training.

Chapter leaders and Facebook site administrators can contact Stephen Kennedy, CSI’s Web Resources Consultant, at web_resources@csi-net.org with any questions.

Facebook Membership Update

CSI International’s Facebook page has reached 1050 members as of December, 2010! Congratulations to Kristopher Goodrich, who was the 1000th person to join the site. If you are not a member yet, go to csi-net.org and click “Join CSI on Facebook!”

(CSI’s Role in Research Excellence, continued from page 11)

- Are professional counselors contributing to our profession’s research foundation?
- Are counseling researchers conducting research that matters?
- Are counselor educators preparing professionals who advocate for our profession and our clients by contributing to a rigorous research foundation?

Given CSI’s commitment to excellence, we are invested in responding to the challenges posed within our profession. In response to the identified concerns, CSI formed the CSI Research Task Force with a charge to explore how we can better support our members and chapters in pursuit of research excellence. In the coming months, the Task Force, consisting of Drs. Casey Barrio Minton, Nicole Hill, Donna Gibson, Carrie Wachter Morris, Dee Ray and Ms. Yulia Pronchenko will dialogue regarding these very questions. During our conversations, we will explore resources that may be helpful to members and chapters, and we will discuss possible enhancements to the Excellence in Counseling Research Grants process that may better facilitate research excellence.

If you are joining us for CSI Day at ACA, we hope you will attend Dr. Kelly Wester’s CSI-sponsored session, Research in the Counseling Profession:

What is Needed Now, and the series of CSI-sponsored poster sessions regarding counseling research. We hope you will ask what your chapter can do now to promote research excellence among your programs and members.

Your feedback will help make our Research Task Force conversations richer and more meaningful. If you have suggestions or reflections regarding how CSI may best support your chapter in pursuit of research excellence, please contact Casey.Bario@unt.edu or hillnico@isu.edu. Stay tuned to the Exemplar, CSI e-News, and your email for Task Force reports, resources, and a call for research grant opportunities.
Foster’s Wellness Cube Now on Line!

The **Wellness Cube** created by Dr. Thomas Foster is now on line! Check out his description and experience the interactive cube model at csi-net.org/author_showcase (enter the Forum for the showcase). The model was developed to help counseling students, counselor educators, and professional counselors learn about wellness and make choices to be more well. The cube is organized around the CACREP standards, grounded in Adlerian Individual Psychology, and full of useful information and exercises. A plus is the ability of users to add exercises to help build a database of wellness activities for the profession.

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Passing of a Friend & Scholar

Dr. Thelma Jones Vriend, one of only a few who have had the privilege of being designated a CSI Scholar, a retired counselor, counselor supervisor, and counselor educator, has died. Her loss to those who knew and loved her is enormous. Her legacy lives on, however, through her many services to those she loved - which broadly speaking is also enormous. She was a one of kind, hands on advocate for social justice before it became a passion for other counselors. She “walked the walk and talked the talk” with forthright integrity, courage, and determination.

One of Thelma's edited books was of poetry for a dying friend and counselor, Chocolate Mama Talkin’ ‘Bout Life. This and more is discussed in Dr. Connie Fox Moore’s interview of her for The Exemplar, Fall, 2000 issue available online.

“I am a woman of age, wisdom, and power. I am a seeker and a learner. I am healthy. I think my spirit is young. In fact, my spirit gets me in trouble with my body.” This is how Thelma described herself.

Read and enjoy the interview with Thelma Jones Vriend, an amazing woman who has been an important leader in shaping the counseling profession and who has been a faithful friend and servant to Chi Sigma Iota members. She is missed, but gratefully her spirit lives on. www.csi-net/publications.

Her biography and picture are also on our website with the CSI Academy of Leaders. Her many friends responding to the first announcement are invited to post a Memorial message on the CSI Memorial to Members forum. (www.csi-net.org/membership).

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Spring 2011  13
What have you found to be a beneficial way you can advocate for the people we serve as counselors [Part 2]?

This seems to be an important topic for students; I received double the submissions I normally receive during the summer months. To make sure the voices of all contributors are equally represented, therefore, responses to this question will be explored in two parts. This is the second part of this two-part installment.

Students noted the importance of counselor characteristics including training, cultural competence, personal awareness, counselor voice, and ethical behavior. As Christopher Belser (Alpha Chi, Louisiana State University) states:

[speaking about training counselors in the ASCA National Model ®]… during the training sessions, we work one-on-one with counselors to take the needs of their schools and turn them into goals, objectives, and direct services. These trainings allow us to help these counselors become advocates for themselves and for the needs of their students, as they leave the seminar with tangible plans for much-needed services and programs they can take back to their schools.

Jennicke Gonzalez (Beta Upsilon, Barry University) reinforces the importance of counselor training when she highlights the critical role of cultural competence:

One of the most beneficial ways to advocate for the people we serve, I feel, is to become more multicultural competent… For instance, we as counselors will generally be working with people from lower socioeconomic classes, some of which cannot afford transportation or child care to come to sessions. Some of which even work two to three jobs to make ends meet, so they are unable to take time off. When it comes to these circumstances, we should be able to accommodate our clients by providing home visits around their schedules, find out if the school can provide after care for their children, that way everyone’s needs are met.

Jason Gines (Rho Alpha Mu, The Pennsylvania State University) further notes the importance of counselors stepping outside of themselves:

Learning to anticipate as another person or group is more than cognitively grasping the plight or travails of those we serve as counselors. The process begins with a radical de-centering that places those being served perpetually in the center, while we voluntarily occupy a position on the margins. As we walk with, not for, those in the center position we can begin to gain true insight their worldview and subsequent anticipations therein. Learning to anticipate as another does not mean that I fully understand the entirety of his/her experience. The true power of anticipatory advocacy is that even though I may only understand in part, I can choose to validate the person in full.

Similarly, Sherry Royster (Sigma Phi Sigma, Argosy University) notes the important role of graduate students for professional advocacy:

Finding your voice. So many clients that we work with have lost some aspect of their identity and are struggling to find their voices. This voice comes in many different shapes and forms. From walking away when a discriminatory joke is being told, to writing a letter to an editor of a newspaper when something is published that is oppressive in nature, to serving on a committee that represents social justice ideals, there are a multitude of ways we can advocate for our clients on a daily basis. Every time we stand up against oppression, we are empowering our clients to find their voice and demanding equality and justice for all.

Danielle Richards (Beta Alpha, Northern Arizona University) describes the importance of ethical practice:

I have found that the most beneficial way I can advocate for clients is through being an ethical practitioner. The importance of my advocating for

Rayburn buildings. In summer of 2010 I returned to the halls of Congress soliciting support for legislature allowing counselors who met the TRICARE requirements to practice independently without physician referral and supervision. After meeting with the Legislative Assistants and returning home I was left with an intense sense of accomplishment and was proud of my efforts to advance my profession.

Sejal Mehta (Upsilon Nu Chi, University of North Carolina at Greensboro) highlights the critical role of counselor voice:

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(continued on page 15)
the intentional inclusion of the principles of autonomy, beneficence, justice, fidelity and non-maleficence into my work, is of utmost importance. Currently I work with court ordered individuals. The principle of non-maleficence, for example, holds that one should do no harm. Diligently looking over client paperwork has contributed to the clients that I serve receiving the proper therapeutic treatment and most financially conservative services.

Lastly, for Jennifer L. Edwards (Lambda, Johns Hopkins University), advocacy is about being with clients in their time of need:

To truly advocate for a client means to sit with them through their deepest, most hurtful pain and root for them as they take on new and frightening steps towards change. We are their ear, their confidant and their most enthusiastic cheerleader who celebrates each personal victory no matter the size.

2011 New Orleans Project: Giving Back to the Community

The CSI Community Engagement Committee is inviting members to be designated CSI volunteers for the American Counseling Association (ACA) sponsored 2011 New Orleans Project: Giving Back to the Community and Leadership Development Academy at the annual ACA Conference in New Orleans, LA. This special event will be held all day on Thursday, March 24, 2011 from 7:00 am – 6:30 pm. A local agency is overseeing the coordination of this effort.

Anyone interested in providing direct community services may meet at the New Orleans Convention Center at 7:00 am on March 24, 2011 for a brief overview of the community project they will be working on. These projects will involve working on overall reconstruction efforts of New Orleans that is still recovering from the destruction of Hurricane Katrina and the BP oil spill.

Volunteers will be provided transportation to and from the work site where they will work from 8:00 am – 1:00 pm.

After the direct community service project anyone attending the ACA Conference, and mental health professionals and educators from New Orleans are invited to attend a series of FREE workshops and plenary sessions at the Convention Center from 2:00 pm – 6:30 pm. The Louisiana Counseling Association will provide 4.5 Continuing Education Units (CEUs) to anyone attending this part of the day upon request.

For further information about how you can participate as a designated CSI member volunteer, please contact the CSI Community Engagement Committee Chair, Dr. Michael Brubaker: brubakml@ucmail.uc.edu
**STUDENT IDEAS AND EXPERIENCES NEEDED FOR PUBLICATION!**

**Column Editor: Elizabeth A. Mellin**

I am looking for CSI student member ideas to be published in the next edition of EXEMPLAR around the “Student Insights” question listed below. The new question is:

Counseling students and professional operate under extensive stress. What are the best ways you have found to deal with that stress?

Submissions of **no more than 300 words** should be submitted as a Word document to Dr. Elizabeth Mellin by email <eam20@psu.edu>. Please include your **name, chapter, and institutional affiliation** on your submission.

**Submission deadline April 15, 2011**