THE SCRIPT®
INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO

Reflections Over A Beer Stein

Editor's Note: the following letter has been printed here because it seems unusually timely and we feel it warrants the widest possible readership and response. We echo Jean's call for membership involvement and wish to reiterate our open invitation to each of you to write to the Script. *The newsletter is one reflection of the ITAA that we hope mirrors your thoughts, feelings, opinions and concerns.*

Dear *Script,*

When I first came to TA, not so many years ago, I was excited to have found a new way of looking at myself and understanding what I was doing with other people. I did my first groups using *Principles of Group Treatment* as my text. If Eric wrote "The first three minutes . . . ," that was how I structured the first three minutes. My first TA workshop was a pre-CM test review with Bob and Mary. While I didn't qualify to attend, I was allowed to stay because I had come such a long way. At the end of that week I signed my CM contract with Jon Weiss over a beer and a sandwich. I spent my first summer conference going to see and hear teaching member heroes of Bulletin, Journal and book fame. I decided to become more involved with the ITAA. At the next conference as a new CM I stood on the convention floor and hollered for no secret executive committee deals. I signed my PTM contract with Jon over a beer and sandwich. Somewhere along the way I learned that TM's didn't really walk on water, that there were some minor scoundrels in the organization and that I was smart for having associated with a group of the most creative, impactful, caring people that I had ever known. I used these new friends and colleagues as my major resources for learning, change and growth.

During my early days with the ITAA I learned that some people thought that the ITAA was finished with the death of Eric Berne. Recently I have heard new tales of gloom and despair for TA and the ITAA, "the fad is finally over," "the ship is sinking," etc. At the last summer conference I stood on the meeting platform and heard calls for no secret executive committee deals. I am still in favor of no secret deals and am not convinced of the impending demise of TA or of the ITAA. I think rather that this organization is at the crossroads of some very important growth decisions. Growth, not survival, is the issue today. Last year membership growth slowed, some resigned membership and today many are reassessing their investments as members of this organization. One friend of high esteem likened the current organization to the dinosaur, "an animal whose body outgrew its brain." While I do not support the analogy, I do know that now is a time for thinking, new decision and change.

The major tasks facing the ITAA are: to define needs, wants and values; to set goals congruent with those definitions and then to achieve those goals. This process has been started. What is missing at this point is broad membership participation, interest and support. There are some who fear speaking against powerful factions; "I just want to get my TM," "I've got too much tied up in a CM to say what I really think," and assorted other real or imagined frightening stories. The political power of this organization is with the membership in so far as they choose to evoke it. Where ITAA is five years hence will be defined, whether it be by majority or minority process. I favor the former and encourage each of you to become involved in the coming changes and decision processes. Make your needs and wants known to officers, board members, committees, staff and to each other. Decide what sort of organization you want and then work to actualize your fantasies. Use your ideas, excitement, and encouragements to promote the changes necessary for continued growth and quality. I look forward to seeing your proposals and mine having impact for positive change for this and many years to come. Soon I hope to read your story of: "When I first came to TA, not so many years ago . . . "

Jean Maxwell, M.A.
Teaching Member and
Secretary of ITAA

CALENDAR

General Events

August 8-14, 1977 ITAA Summer Conference, San Francisco, California

Exam Schedule

Exam	Exam Date	Deadline for Applying	Deadline for Materials
CM AND SFM WRITTEN EXAMS	**June 17, 1977** Location to be announced	March 17, 1977	March 17, 1977
CM AND SFM ORAL EXAMS	**April 28, 1977** (SFM only) Washington, D.C.	January 31, 1977	March 15, 1977
	May 6, 1977 (CM only) New York, NY	February 7, 1977	March 23, 1977
	August 10, 1977 San Francisco, CA	May 13, 1977	June 27, 1977
	October 19, 1977 Cincinnati, OH	July 22, 1977	September 5, 1977
TM EXAMS	**August 7, 1977**	May 11, 1977	June 27, 1977

ALL FEES ARE DUE ON OR BEFORE THE DEADLINE FOR APPLYING FOR AN EXAM

Written Exam Fee: $75. All Oral Exam Fees: $100. All Filing Fees: $25.

All exam fees are non-refundable, but will be kept as credit in your account if at least 30 days notice is given for cancellations. Otherwise, the fee is forfeited.

THE FEE FOR THE JUNE 17, 1977 WRITTEN EXAMINATION IS NOW $75.00. WRITTEN EXAM FEES ARE ONLY VALID FOR THE U.S. AND CANADIAN MEMBERS.

A NOTE TO ITAA ADVANCED MEMBERS

The Credentials Department maintains records of all advanced and regular members who are training for advanced membership in ITAA. We schedule and make arrangements for written and oral exams and answer any related questions. Deadlines for applying for exams and for completing training files have been set. The application deadline helps Credentials estimate the number of trainees who will be taking each exam. This date is used to determine how many rooms and examiners are needed for a given exam. This deadline also allows enough time to check applicants' files and to let each one know what may be needed to complete the file. The deadline for materials is the point at which all applicants' files are re-checked to determine the actual number of examinees. If there are fewer than expected, rooms can be cancelled. Good use of these deadlines not only saves you and your Association money, but they help make the whole examination process more efficient and orderly. Your cooperation in meeting them is much appreciated.

PTM Contract Workshop to be held prior to the ITAA Summer Conference, August 5-9, 1977 in San Francisco, California. All Clinical and Special Fields Members pursuing Teaching Memberships in ITAA after November 15, 1976 are are required to attend a contract workshop in order to take out a contract. All CM's and SFM's who were under contract prior to November 15, 1976 are invited to attend the workshops. **Deadline for application and $50 deposit is June 27, 1977.** For more information, contact Jackie Ward, c/o ITAA office.

Note: PTM Contract Workshops are required only for US and Canadian members.

The Script

Newsletter of the International
Transactional Analysis Association
1771 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor . . . . . Muriel James, EdD
Managing Editor . . . . . Robin Fryer, MSW

Deadlines refer to date of receipt in ITAA office, c/o Robin Fryer.

April 29, 1977 for June 1977 issue
June 24, 1977 for August 1977 issue

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Get Your Script Sooner—Join the Special Mailing List. Because of high postal costs, it is necessary to send the *Script* second class, thus leading to a substantial delivery delay for some of our members. We would like to offer the following alternative. **For a small annual postage fee ($2.00 US and Canada, $5.50 all others), you can get on a special first class air mailing list.** If you are interested, send fee and correct mail address to Robin Fryer, Managing Editor, c/o ITAA office.

International News



Indian Transactional Analysis Conference for 1976-77 was held at Vellore, South India. Hosted by Carlos and Saroj Welch at the Christian Counselling Centre, the conference was attended by thirty-two delegates from all over India and by Richard Erskine, PhD, member ITAA Board of Trustees and Rebecca Trautman, CM. Proceedings began with a TA 101 taught by Carlos and Saroj Welch and Os Summerton. Presentations included Carlos on TA Training in India and Work with Highly Disturbed Clients, Saroj on Scripts in Childhood, Os on Relation Analysis and Organization Analysis, the TA Way, Lekha Daniel on TA in Village Life, and Carlos and Saroj co-led a session on sexuality. Rebecca and Richard both led therapy groups and Richard presented Rackets Analysis. Together with Richard, advanced members of ITAA held a business meeting to discuss the future of TA in India. From this arose planning for crash training programs for advanced members to be examined at ITAC 77-78 in Delhi, January 22-25, 1978. For info contact O. Summerton in Delhi.

Viva, TA! Viva, l'Italia! In a recent letter from Carlo Moiso, MD(PTM), the only advanced member in Italy, he indicates that one of the difficulties in advancing TA in Italy is "created by the fact that our academic world doesn't accept very readily new ideas." However, in spite of that problem there are study groups in Rome and Milan and a training program organized in four periods of four months each. Dr. Moiso recently taught 101's in Padova and Turin. To further promote TA and to provide training following ITAA standards, the AITA has been formed and legally recognized as a non-profit organization in Italy. Dr. Moiso will be sponsoring visits to Italy by such people as Marge and Mart Reddington, Richard Erskine, Jacqui and Shea Schiff and Franco del Casale during the next few months. Carlo extends a "Benvenuto" to all TA therapists and trainers to present seminars and workshops in warm, hospitable Italy.

WEST COAST GROUP TRAVEL TO EUROPEAN TA CONFERENCE!

Free days at each end of the conference for sightseeing. Two Options: San Francisco to Zurich, round trip—$486, plus $40 for train to Munich, June 29 to July 13, 1977; second option, Oakland-Seattle-London—Munich, round trip—$607, June 30 to July 15 (or travel London, Paris, Munich via train for $71 less, round trip). Contact Helga Moldenhauer at Crossroads Travel, 235 Montgomery St., Ste. 840, San Francisco, CA 94104. (415) 986-7777. Space is limited, so reserve it as soon as possible.

Translations are making TA available around the world:

Spanish: *El Analisis Transaccional y El Poder Religioso,* by James and Savary *(Power at the Bottom of the Well); Triunfar Con Todos* by James and Jongeward *(Winning with People); Nacidos Para Triunfar* by James and Jongeward *(Born To Win).*

Dutch: *Het Zullen je ouders moar Wezen* by Muriel James *(What Do You Do With Them Now That You've Got Them?); Wie Waagt Die Wint* by James and Jongeward *(Born To Win).*

Danish: *Fodt Vinder* by James and Jongeward *(Born to Win)*

German: *Spontan Leben* by James and Jongeward *(Born To Win).*

Portugese: *Nascido Para Vencer* by James and Jongeward *(Born To Win).*

Michel Caracushansky, a new Special Fields Member from Brazil, was a recent visitor to the ITAA office. He is connected with CPB (Centro de Produtividade do Brasil), a consulting and management development firm. CPB integrates TA and organizational development, focusing on beginning the problem-solving process at the individual level. Michel and Joao Lang will present a workshop at the Third Annual TA Conference on Organizational Applications entitled "From Me-building to Team-building." Michel indicates that Multimedia S.A. Tecnologia Educational, the publishing and distributing arm of CPB, has recently obtained the rights to publish *What Do You Say After You Say Hello?* and *TA for Management* in Portugese. They will be emphasizing quality and correctness of translation. They are eager to help the development of TA where at times members have to "develop ourselves by ourselves" because of incorrect or unavailable translations of basic TA materials. Sofia Caracushansky, Michel's wife and sometimes colleague, has just published her first book on TA, *Analise Transacional: Estimulos e Convivencia,* which has gained popularity within a short time. It is the first book on TA by a Brazilian and it contains useful clinical examples taken from case studies.

When asked about outside fun activities, Michel quipped, "Don't you think TA is fun enough?"



Integrative Therapie, Zeitschrift für Verfahren Humanistischer, first issue for 1976, edited by Hilarion Petzold, contains four articles dealing with TA and its various applications. The journal appears quarterly in German with summaries in German and English. This issue contains TA models as applied to family therapy (Gisela Kottwitz), a model for the development of the ego states as a contribution to second order structural analysis (Hilarion Petzold), parallels between TA and pastoral counseling (Heinz Kollermann) and early survival conclusions as distinguished from script decisions (Fanita English).

FOR ALL ITAA MEMBERS – RM SURVEY RESULTS

My sincerest thanks to the 680 RMs (and the 8 Advanced Members) who responded to the October Regular Member Survey—and to the dozens of you who took the time to write personal letters as well. I realize that six months is a long time to wait for feedback, and I apologize for that; however, you have not been neglected. In addition to reading every word of every Survey and letter received, I traveled to Juarez, Mexico, in January to present our case to the Board of Trustees. (More about that later.)

When tabulated, the results of the Survey filled two full sheets of paper eleven columns wide! The respondents were separated into five categories: Advanced Members, Regular Members with contracts, RMs planning to pursue advanced membership, and those undecided. Data was collected for each separate category as well as for the total RM group. (There were group differences on some issues.) Space allows for only a summary of the data here, but I will be happy to send a complete breakdown of the results to anyone who wants it (please send me a stamped, self-addressed envelope.)

Based on question responses and on comments, it appears that RMs have three major areas of concern: organizational structure, costs, and geographical structure.

A majority of RMs want the right to vote (88% said that RMs with contracts should vote, 60% said all RMs should vote.) They also want to be on committees (89% in favor), sit on the Board of Trustees (70% in favor), and be eligible for office (53% in favor). The one thing RMs liked least about ITAA was not having a voice in the organization. Over and over, the respondents indicated that they felt discounted, excluded, and exploited by the advanced membership. There appears to be a considerable amount of resentment on the part of RMs for what they call "a hierarchy of OKness where RMs are treated as least OK and sometimes even as not-OK."

Regarding costs, there is widespread concern about the cost of training. More than half of the RMs with contracts and the RMs planning to pursue advanced membership felt a need for subsidization of training costs. More than one-third of these same two groups felt it was too expensive to participate in ITAA. Dues appear to be acceptable to most RMs (53% said they were not too high), except for the group not planning to pursue advanced membership (63% of this group felt that dues were too high). The most frequent reason given for resigning was "costs."

Regarding geographical structure, the complaints about location of conferences, availability of training and seminars, and the lack of opportunity to participate were backed up by an overwhelmingly positive response (83%) to the formation of regional organizations. This question got the most enthusiastic response of them all (****!!!! yesyesyes,etc.)

A few additional statistics: 48% of the RMs who responded are in the Mental Health field, 34% in Business and Education. On the issue of a separate membership category for RMs with contracts: 47% for, 44% against with most of those favoring it being in the RM with contract & planning to pursue advanced membership groups. 76% favored reinstatement of the 101 exam. A slight majority were opposed to a separate sub-organization for RMs within ITAA. In rating their relationship with ITAA, 9% said it was very satisfactory, 61% said satisfactory, 20% barely adequate, 5% unsatisfactory, and 2% very unsatisfactory. Only 13% expected to resign from ITAA in the next two years.

All of this information and more was presented to the Board in January, along with four specific recommendations. The recommendations were intended, not to force issues, but to facilitate cooperation and change around the issues of voting rights, committee membership and representation on the Board of Trustees. The issues of geographical reorganization and costs are not specific to Regular Members and are being dealt with in other committees, so were not addressed by the RM committee recommendations (we will, however, continue to support change in these areas). The response of the Board was very positive, and with only minor alterations, all of our requests were granted.

I would like to continue hearing from you, particularly your responses to what we have accomplished so far.

Regards,
Sue Hutchins
Chairperson: RM Interest Committee

TRAINING AND EXAMINATIONS

CONGRATULATIONS to the following people upon successfully completing their exams:

CLINICAL TEACHING MEMBERS—Passed January 12, 1977

George Barnitt, MTh, Minneapolis, Minnesota
Vince Gilpin, Dip Psych Soc Work, Kingston, Ontario, Canada
Alan Jacobs, CSW, Chicago, Illinois
Robert A. Mitchell, MD, Jonesville, Clifton Park, New York
Theodore B. Novey, MS, Downers Grove, Illinois
Marge Reddington, RN, Dayton, Ohio
Denton Roberts, MDiv, Los Angeles, California

CLINICAL MEMBERS—Passed January 12, 1977

Hazel Baylor, MSW, El Paso, Texas
Carol Burra, MSW, Kingston, Ontario, Canada
Warren L. Dale, MDiv, MA, San Mateo, California
Thomas E. Ellis, MDiv, Camarillo, California
Thomas Griggs, MA, Oakland, California
Anne Joyce Henderson, MEd, Nashville, Tennessee

SPECIAL FIELDS MEMBER—Passed January 12, 1977

June Vereeke, Berea, Ohio

CLINICAL MEMBERS WITH TEACHING MEMBER CONTRACTS APPROVED

Patricia Allen, MSC, Tustin, California
Alan Simpkins, MEd, Honolulu, Hawaii

SPECIAL FIELDS MEMBERS WITH TEACHING MEMBER CONTRACTS APPROVED

John Artley, Durham, North Carolina
Jeffrey W. Keimer, Palo Alto, California

ADVANCED MEMBERS GRANDFATHERED INTO DUAL SPECIAL FIELDS AND CLINICAL TEACHING MEMBERSHIP BY ITAA BOARD OF TRUSTEES

William Holloway, MD, Aptos California
Muriel James, MEd, Lafayette, California
Dorothy Jongeward, PhD, Orinda, California
Anita Plummer, MSW, Houston, Texas
Laurie Weiss, MA, Littleton, Colorado
Jerome White, PhD, Palo Alto, California

CPTM'S Who Have Returned to CM Status

Maudine Blair, PhD, Tallahassee, Florida
Jack Harpster, Walnut Creek, California
Cheryl McGahey, PhD, Tallahassee, Florida
Fred Persiko, MDiv, Maumee, Ohio

DELETED Advanced Members as of April 1, 1977

Amelia Gooch, MSW, Marion, Illinois
David Gruner, Ann Arbor, Michigan
Marlene Turner, BA, Manhattan Beach, California

NOTE: Arnold Kambly has changed from TM to suspended Advanced Member.

Members Forum

Dear Editor,

I am much disturbed by the fact that would-be experts on the teachings of Eric Berne are making no attempt to ascertain the truth about his early days.

The information given in the Eric Berne Memorial Issue of the *TA Journal* was inaccurate and misleading. And inasmuch as my own book, the *Illustrated Encyclopedia of Crafts,* is ready for publication, it is both embarrassing and hurtful to me to have this misinformation spread about.

We were third and fourth generation Montrealers, and Eric was a far cry from being a poor boy from the ghetto who made good. We were born with silver spoons, and were fortunate in having cultured and insightful parents. Fate dealt us harsh blows, but our scripts and our injunctions kept us going without faltering.

Our extraordinary mother never ever let our standards waver, and I resent any implications that impugn her motives for our success in life. The young doctor and his wife were two of Montreal's most important citizens, brilliant and beloved, and their memory is sacred to all who knew them.

Sincerely yours,
Grace Berne Rose

Dear Grace:

I'm delighted with the above letter which gives the ITAA membership additional information on Eric. He was a somewhat private person and did not discuss his childhood with many people. Therefore, it would be a great gift to the world, Grace, if you would write up this period in his life. Thank you.

Muriel

Dear Muriel:

I would like to comment on the response by you to Claude Steiner's letter in the December, 1976 issue of *Script.* Steiner made an impassioned declaration on behalf of certain ITAA staff whose employment was terminated. He raised questions of the sort of "boss" ITAA is and different methods of employment termination. Some of the observations made by you about Steiner's ego states as he commented seem likely to be valid. However I do not believe it was or is productive to overlook the content of what Steiner said because of the ego state it was coming from. Indeed—it probably is a good thing to check periodically into the sort of boss ITAA is and it is **possible** that employment termination can be handled in a variety of ways—some more humane than others. If we are to withhold response to statements because of—in our judgement—adult ego state contamination from ego states described by you as "... strongly as condeming parent opinions and infuriated child feeling ..." (quote James on Steiner), we could omit responding to impassioned pleas from the world over. In the Nikos Kazantzakis novel, *Zorba the Greek,* Zorba is momentarily stopped in his state of constant optimism and joy by the unnecessary death of a young widow. He asks the young, intellectual Englishman, "Why did she die?". "I don't know," responds the Englishman. "What's the use of all your damn books if they don't tell you that?", Zorba says in fury. "They tell of the anguish of men like you who ask that question," says the Englishman. Surely the response made to Zorba's anguish, fury and pain was appropriate. We could analyse Zorba's ego states, but to what purpose? We could ask that he "cool down" before we respond to his question, but to what purpose? It seems that what is needed is not clarification of ego states, not answers, but empathy.

The employees **can** meet their own needs without "... requiring outside intervention such as that offered by Claude." (quote from remaining employees in ITAA office). Steiner **could** have had clarification from W. H. Holloway and Bob Anderson before responding to the staff termination through *Script.* Steiner **does** appear to speak with passion and **I don't know** why he seems to relate and respond so strongly to the employee terminations, but he does. "In the case of any conflict there are usually several valid points of view," you say. Better for us all, I believe, to hear and respond to what is said than lecture the impassioned speaker on the ego state he is coming from. I believe it is important that as people involved with TA we never use our knowledge of human behaviour to discount those among us who for whatever reasons identify with and speak out against what is in their view an injustice.

Yours sincerely,
Anne Campbell

Dear Ann,

I think you're right. The questions Claude was raising about the ITAA as an OK Boss are questions which need to be consistently raised in every organization.

Muriel

Dear Members:

Recently there have been many questions about the Contract Workshop and concern has been expressed about the process and procedure of such a workshop. In addition, many people have been concerned about the lack of availability of workshops and supposed increase in total cost to people who wish to initiate PTM Contracts. It is important to note that the philosophy behind the Contract Workshops was in fact not to further limit availability of Advanced Teaching Membership, but to increase its availability to qualified and competent persons. In addition, setting up a procedure to evaluate a person's ability to teach and supervise before they actually are teaching and supervising, is a protective mechanism for all those who are into training. Admittedly, the initial stages of development of such a workshop will be rough and look as if it is an expensive and exclusive procedure. The following information will tell you more about what will happen in Contract Workshops and will underline some of the advantages to PTMs who initiate their status through the Contract Workshop.

There are 3 Contract Workshops scheduled for 1977. The first was in Atlanta on March 18th through 22nd. The second will be in San Francisco on August 5th through 9th; and the third will be in Cincinnati on October 14th through 18th. The program at all 3 of these Workshops will be set up for persons who are wanting to initially begin PTM Contracts, and for persons who are wanting to renew their already existing Contract. In addition, people who are wanting an evaluation of their current status and/or recommendations on continuing their current Contract are invited to attend the Workshops. The fees for the Contract Workshop are $280.00 with a $50.00 deposit with notification of intent to attend the Workshop required in the ITAA office 45 days in advance. This cost amounts to $10.00/hour for the workshop and includes both small groups and individual learning time.

The staff for the Contract Workshop is chosen from Teaching Members who apply for the position. There are

many criteria involved in the choice of the Teaching Members and this information is available to anyone upon request. There is no obligation to sign a contract with any Teaching Member who is staff at the Contract Workshop which is attended by the Trainee. In fact, Trainees will be encouraged to choose their Teaching Member Sponsor from someone who is geographically close to them.

THERE WILL ALSO BE NEW PTM CONTRACTS in existence. Some changes in the PTM Contract are

1. The length of Contract is now extended to 5 years with a necessary review of the Contract at 3 years. This review will follow the lines of current Contract extension procedure. The review could require attendance at a Contract Workshop and the Contract would be open for complete review or perhaps termination. There have been many requests for extending the length of Contracts to 5 years, and the Committee is feeling comfortable with doing such and sees the importance of this with a built-in review at 3 years.
2. Many of the old standard requirements on Contracts will now be individually modifiable. For instance, the number of hours required for completing the Contract will be set up in coordination with the recommendations of the Contract Workshop and the person who is sponsoring the PTM. These hours will no longer be automatically set by the Training Standards Committee, but will be adjusted according to individual needs.
3. There will no longer be a requirement to obtain two secondary sponsors, except for non-US-Canadian members. From now on Contracts will be in effect with a primary sponsor and the ITAA endorsement. This will allow PTM's to use secondary connections with whomever they want and to do the amount of training that meets their needs.
4. We are currently in the process of reevaluating the examination procedure. It is clear that there will be a change in the TM Examination and that this change will direct itself towards meeting individual needs and a sharing of excellence.

I invite your questions and comments around the PTM Contract Workshops. I may be reached at P.O. Box 917, Aptos, California 95003 or at area code 408-688-7166.
Ruth McClendon, Chairperson, Training Standards

Dear Script,

I hearily agree with the letter printed in February by Stephanie Griffin, *et al* expressing their displeasure and positive strokes concerning the new PTM requirements.

I would add three (3) personal gripes:

(1) Arbitrary changes in requirements without allowing for transition time is a major discount of those of us "in the field" who are planning and making careers work. What this specifically means to me is that planned workshops and training contracts have needed to be cancelled. This not only affects me, but also affects the program I work with.

(2) The personal remedy, which I am not satisfied with for this situation, is to wait (until when?) for a PTM contract workshop closer to my geographical area so that I can afford to pay the expenses.

(3) At no point are the people I work with (clients, trainers and colleagues) checked out in terms of my competency.

I see this as an example of lack of consideration and communication with the line staff (membership at large). I am glad communication is encouraged. I wonder what will be done to rectify this situation.

The solution I would offer is to allow those persons who had received their CM's prior to this change in policy to be able to continue under the old system.

In short, I find myself in a position of waiting for ITAA to change, or at least for a contract workshop to occur at a closer location for me to proceed with advanced membership. Neither alternative is particularly appealing to me.

Sincerely,
Edward C. Andrewson, CM

SUPPLEMENT TO DIRECTORY

ITAA will not be publishing a full new Directory for 1977. A supplement will be published including only those members who have entered membership since June 1976. The deadline for new members will be June 15, 1977. This supplement will not include updates on addresses, or other changes except for those regarding members joining between 6/76-6/77.



photo by Karen Roemer

Marianne Fraticelli—ITAA Adminstrative Assistant

Presently serving as Administrative Assistant to the Executive Director, Marianne Fraticelli has been with The ITAA since 1974 when she walked into the Berkeley office "looking for a little part-time job." She had just returned from a five-month residency in Argentina with her husband, who was on educational leave, and their four children. Like so many women before and increasing numbers today, Marianne is pursuing a "dual vocation," facing the challenges and responsibilities of both family and career at the same time.

Members of the Board of Trustees know of Marianne's work at their meetings, where she records the minutes and provides staff support for many committees. Included among her duties at the office are *TA Journal* record keeping and correspondence, work with the editor, managing editor and editorial board. She also maintains files of the business of the Association, including records of the Executive Committee, Board of Trustees and most of the committees.

A native Californian, Marianne grew up in San Diego, attended Chapman College and graduated from San Francisco State (1959). She has a general elementary credential and an adult education credential. She has taught in both California and Florida. Marianne lives in Oakland with her husband, two sons (ages 16 and 8) and two daughters (ages 15 and 6). The health and growth of her family, as well as individual activities of each member, continues to be a major priority in her life. Music, reading, being out-of-doors and spending time with close friends (especially her husband) are her favorite pastimes.

Marianne enjoys her work with the ITAA and is especially appreciative of the opportunity and encouragement given continued personal and professional growth.

Editor's Note: I have observed Marianne functioning for years with professional creativity and openness to increasing and varied demands. She has provided continuity in a low-profile leadership style throughout the transition ITAA has seen from a fairly small, more locally oriented office to the large, complex international one it is today. Let's give three cheers for Marianne!

Muriel James

POST SCRIPT:
THE ITAA BULLETIN BOARD

Deadlines: April 29 for June 1977 issue
June 24 for August 1977 issue

Please check December 1976 Post-Script for complete guidelines, fees and dimensions.

CLASSIFIED ADVERTISING

Primarily for low-cost advertising of specific training events and conferences, including regional and special fields conferences. Deadlines and guidelines—same as for general Post-Script ads. **Payment must accompany ad when submitted.** Rates: $4/line, minimum 5 lines. (Line=55 character counts—count spaces between words as one character).

The TA Institute of San Francisco is sponsoring two Spring events: TA 101 being taught by Maggie Northcott, Wednesday evenings starting April 13, and an Obesity Workshop conducted by Stephanie Griffin, April 23, & 24. Phone (415) 928-4050 for further details.

Third Annual Eastern Conference on Transactional Analysis, May 7-8, 1977, New York City. For further information write: TA Conference Chairpersons, National Institute for the Psychotherapies, 330 West 58th St., New York, NY 10019.

Outdoor Growth Workshop, August 1-10, $250. Experiential introduction to backpacking, rafting, rockclimbing, and mountaineering. Come play in the Rockies and explore integration of TA and other mind-body processes with outdoor activity. Other courses available, all ages. Write Rick Medrick (in Special Fields training) for brochures. OLTS, 2220 Birch, Denver, CO 80207.

The Second Pan-American Congress will be held in 1978 and not in 1977 because the space wanted was not available for this year.

special fields workshop with

laurie weiss, ctm & sftm
jonathan weiss, phd., ctm

aug 2-6

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LEARN AND GROW

Stai

APRIL 25, 26, 27, 28 & 29 — WORKSHOP ON PSYCHOPATHOLOGY & PSYCHOPHARMACOLOGY
Paul Ware, M.D., P.T.M.

APRIL 22, 23 & 24 — ADVANCED TA SEMINAR (Goulding, Initial & Parent, Script & Mini-Script)
John McNeel, Ph.D., T.M.
Paul Ware, M.D., P.T.M.

MAY 13 — PASTORAL COUNSELING SEMINAR
Father John A. Daley, P.T.M., S.F.M.

MAY 13 & 14 — WOMEN AND MANAGEMENT SEMINAR
Debra Smith, B.A.

MAY 31 — WOMEN AS WINNERS WORKSHOP
Dru Scott, Ph.D., S.F.M.

JUNE 4 & 5 — TA and AT ASSERTIVENESS TRAINING
Betsy Mandel, A.C.S.W., C.M.

JULY 23 & 24 — TA THEORY AS APPLIED TO WEIGHT CONTROL
Sandra Breithaupt, R.M.
Claudia Harris-Johnston, M.S.W.

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FOR FURTHER INFORMATION, PLEASE CONTACT

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* * * * * * * * * * * * * * * * * * * *



SPRING arrivals at transactional publications

NO GROWN-UPS IN HEAVEN by Art Greer, Hawthorn Books, P. $3.50. Art writes for kids. Sunlight streams through the words. There's immediate warmth in his upfront hear-to-heart conversation. Make no bones about it. It's a TA primer, and it's a zinger.

TA FOR TEENS And Other Important People by Alvyn Freed, Jalmar Press, P. $7.95. Information is homespun and incisive. Pacing is a marvel. Images are strong and honest. He comes through in a caring way on issues that confront teenagers.

SELECTED ARTICLES by Fanita English, Eastern Institute for TA & Gestalt, P. $8.00. Timely articles are brought together and form a cohesive unit. Fanita brings to her writing the same fascinating style that one discovers in her video TA 101, LIFE SCRIPTS. Her presentations are thoughtful, demanding, and ultimately satisfying.

BEYOND GAMES AND SCRIPTS Major writings of Eric Berne introduced by Claude Steiner and Carmen Kerr, Grove Press, Cloth $12.50. Material has been chosen from the large array of Berne's writings. The editors chose important themes and provide the reader with compelling reasons for inclusion of the selections. An elegant professionally designed book.

BRIEFLY NOTED

Birnbaum, Jack CRY ANGER. . . . . $4.95 paperback
Burke, Jay TA FABLES. . . . . $2.00 paperback
Ellis, June TA TALLY . . . . . $3.00 paperback
Ernst, Ken PRE-SCRIPTION . . . . . $4.50 paperback
McGahey, Cheryl and Blair, Maudine
TA RESEARCH INDEX, Vol. 1 . . . $18.00 hardcover

Haimowitz, Morris & Natalie
SUFFERING IS OPTIONAL . . . . $4.00 paperback
Helmering, Doris GROUP THERAPY:
WHO NEEDS IT? . . . . . $4.95 paperback
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Co-Directors

TOM WILSON, M.D., C.P.T.M.

I am a psychiatrist certified by the American Board of Psychiatry and Neurology. I am currently an Assistant Professor at USC and have lectured and taught courses for USC, UCLA and the Los Angeles Group Psychotherapy Society. I have been on the staff of Cathexis Institute. I am President of the Medical Staff at the Westwood Hospital in West Los Angeles.

DIANE MOMB, R.N., C.P.T.M.

I am a Clinical Provisional Teaching Member of ITAA and am a psychiatric nurse with experience both in hospital work and with office groups. I have had extensive training with Jacqui Schiff's Cathexis Institute in Hollywood and in Alamo, California as well as currently being on their training staff.

The West Los Angeles Group Therapy Institute has been in operation almost two years. Our focus is on training professionals to work with psychosis, especially schizophrenia, and other severe emotional disorders. The faculty works as a team and has been trained in reparenting and regressive techniques. Facilities of a private psychiatric hospital are available for the purposes of training. The West Lost Angeles Group Therapy Institute training program includes 101 courses and training towards ITAA CM membership. We also individualize programs for out-of-town trainees interested in psychosis and wishing to spend a week or more in intensive training with us. If you are interested, contact us at the above address.

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For registration information write:
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Special Fields Oral Exam Preparation (TA 307) — Aug. 4-7, 1977

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For information and/or registration, please contact Chuck Rauch at the San Jose Institute for Transactional Analysis.

Chuck Rauch, SF PTM, Director of San Jose Institute for Transactional Analysis, Trustee of TA Institute of San Francisco, Businessperson and Consultant.

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Committee Reports

A richly deserved thank you is extended to the following persons who have served on ITAA committees and are now leaving "active duty" with those groups:

W. Falzett, J. Anderson, C. Solomon, A. Van Westering, C. Wilder, P. Reitman, E. Ruppert, G. Cass, J. Harpster, B. Trautman, M. Zalcman, P. Sweet, M. Ruthman.

The following people were named as new members of committees:

Training Standards– D. Geeding, D. Radtke, P. Ware, V. Joines.
Scholarship– T. Bruce, chairperson, N. Gurowitz, B. Schachtner, V. Bats
Social Action– C. Holland, E. Gowell
Professional and Public Information–V. Garfield
Task Force–M. James, R. Goulding, S. Schiff
Ethics–B. Schachtner, W. Bozeman
Research–B. Mueller
Grievance–D. Haykin, K. Weipp
Licensure–R. Mitchell, S. Schiff, J. Vanderburgh, P. Kessler, E. Bogusky, K. Seipp, B. Mehler
Publications–L. Ghan, J. Vanderburgh, J. Minninger
Educational Applications–K. Ernst, C. Lanaghen, M. Sewell, N. Phelan, R. Duff
ETS Written Exam–J. Truax
Task Force–Asklepieion Committee–M. Groder, chairperson, A. Jacobs, J. Vinovich, N. Porter, T. Harrison, S. Saken
International Relations–H. Blanco, J. Lang, G. Balbona, S. Welch, K. Mellor, C. Moiso, B. Schachtner, M. Reddy, J. (Donovan) Koch, M. Fukazawa, V. Gilpin, F. Olivier, G. Richardson, A. Arzac, J. Moy, S. Schiff, J. James, N. James, J. Dusay, M. Weisberg
Program–E. Gurowitz

Grievance Committee

Chairperson: Alan Jacobs

A statement of the function, procedures and policy for the Committee was printed in the *Script,* August 1976. The function and procedure will be reprinted in subsequent issues, but because so many questions have been arising about advertising policy, it has been included here.

III. Policy

A. For RM's with contracts, the terms "In Clinical Training" or "In Special Fields Training" are to be used on all printed material. These are the official terms, replacing Clinical Candidate or Special Fields Candidate.

B. The term Special Fields Member, ITAA, is to be spelled out instead of just using SFM.

C. Product advertisement (i.e., books, t-shirts, etc.) is not to be directly or indirectly related to teaching, training, or membership status.

D. Persons producing ads are not to make claims such as "This can change your life." The major message is to be one of protecting and safeguarding the needs of the consumer rather than exploiting him.

E. The name of a trainer is not to be used on any advertising without written permission from that trainer.

F. TA or Transactional Analysis or the three circles are not to be used without Clinical Member status.

G. Training is not to be done without Provisional Teaching Member status.

H. The terms mentioned above are not to be used either literally or by association by members until they have reached advanced status.

I. As stated previously, all advertising produced by RM's under contract must be checked with sponsors and sponsors must adhere to ITAA policy.

J. No statements like "has been trained by Muriel James, Claude Steiner, etc." are acceptable. Established ITAA members with well-known names are not to be included with such statements as "have been trained by," "received training from," etc. when the extent of contact has been a couple of weekend workshops and the like. "Trained by" means ongoing training, and the use of such names to enhance one's status is not considered appropriate professional behavior.

NOTE: The Grievance Committee is available for mediation of disputes between members. In so doing, all information from the point of contact with the Committee is to be considered confidential by all parties concerned. Persons with grievances should refer them to the following person in their area:

West–Doris Haykin; **Midwest**–Dottie Helman-Kaufman, Alan Jacobs; **Southwest**–Abe Wagner; **South**–Joe Cassius; **Southeast**–Katrina Seipp; **East**–Megen Ruthman, Ed Gurowitz, Liz Allen.

The Committee would like very much to have feedback from members. Send any ideas, suggestions and/or criticisms to the committee member in your area.

Research Committee

Chairperson: Cheryl McGahey

In 1977 the Committee will focus on developing a resource file including information about areas and persons involved in TA research. Research includes a careful and systematic study/investigation for the purpose of establishing facts/principles with which to solve a problem. Researchers are invited to complete a 4x6 card as shown below and mail it to Marianne Fraticelli, c/o ITAA office. (One card for each subject area.)

Name	Area of Research
Address	
Phone Number	
Brief Description:	

Contact the ITAA office after June 1, 1977 for information of this kind. Applications for research grants may be requested from the ITAA office and returned by August 15 to be reviewed at the October conference. The results of certain types of research are already published, such as John McNeel's dissertation on redecision and Harry Corsover's dissertation on life scripts.

TA Press Committee

Chairperson: Leonard Campos

The following new release has been approved: *Beyond Games and Scripts,* selections of Eric Berne's writings, introduced by Claude Steiner and Carmen Kerr ($12.50).

Leonard Campos has replaced Paul McCormick as chairperson of the Committee; McCormick, as editor of TA Press, will remain an ex officio member as will Hank Maiden, manager of Trans Pubs and TA Press.

ITAA's Board of Trustees has changed the name of the committee to the TA Press Committee (rather than the

Trans Pubs Screening Committee) and modified its function from that of screeners of publications for possible distribution by Trans Pubs to that of reviewers of manuscripts for possible publication by TA Press. In addition, the Committee will review Trans Pubs titles for possible endorsement as training materials. From now on, Hank Maiden will be responsible for selecting the titles to be carried by Trans Pubs.

For clarification, here is a brief description of ITAA's activities as both a publisher and a distributor: TA Press is the publishing arm; Trans Pubs, the distributor. Until the founding of TA Press, Trans Pubs was primarily a retailer, although it did sell at a discount some items in quantity. It will continue to do so, but it will also sell at wholesale prices all titles published by TA Press to retailers; e.g., institutes that sell to trainees and clients. Others will pay the retail price, but at a discount if they buy in quantity.

As an experienced professional in book sales, Hank Maiden has been given the authority to stock the shelves of Trans Pubs with whatever, in his judgement, might meet the needs and wants of the buyers. He no longer must wait for the approval of a panel of screeners who had to review each item. However, the TA Press Committee still may review each item and either endorse it or not as "material recommended as useful in the training of transactional analysts." Items thus endorsed will bear a special mark in the Trans Pubs listings of available titles. Authors who want their work considered for endorsement by the committee are asked to send eight copies to the ITAA office for individual, simultaneous review by the committee members. Even if a title is not endorsed, it may still be carried by Trans Pubs. Those authors not interested in the endorsement may send one copy of their work to Hank Maiden for his decision for or against stocking it, even if it has been turned down in the past.

All manuscripts submitted for possible publication by TA Press are reviewed by the entire committee for literary and professional merit. Final decisions regarding publication must await approval from the Board of Trustee's Executive Committee.

TA Press

Editor: Paul McCormick

Sales on *Intuition and Ego States: The Origin of TA,* by Eric Berne and *Selected Articles: The TA Bulletin (1962-1970)* have been lively. Now in preparation: *Selected Articles: The TA Journal (1971-1973).* Also underway: a programmed text on TA by Stephen Johnson, a trainer's handbook of TA exercises for Special Fields by Peter Simpson and a new edition of Margot Edwards' book on TA in childbirth education. TA Press publications are distributed both retail and wholesale by Transactional Publications. Institutes with their own bookstores may inquire of Hank Maiden, Transactional Publications manager, for the wholesale prices.

Beginning in 1978, oral exam costs will be covered by the Association only at conferences sponsored by ITAA. Other conferences wishing to host exams will have to assume the costs of such exams.

SPECIAL! ITAA members and subscribers are also TA Book Club members. See special announcement (insert) for first offering.

SPECIAL INVITATION—Regular Members are needed to serve on committees and as liaisons to sit with the ITAA Board of Trustees. If you are interested, contact President William Holloway.

Pre-Exam Reviews/Mock Orals—Who? Where? and When? Please send information about any such events to be held this year to Cindy Podsiadlo, c/o ITAA office. It is vital that our office have this data in order to answer the requests that have already been sent in as well as those that will come. Thanks!

PRESIDENT'S LETTER

The ITAA is not perfect, if perfection means contentment of all the members. Each of us with our own unique desires and values will have beliefs about how this organization should conduct itself. Much energy can be expended by members in an attempt to shape and direct the dynamics. I am impressed with the amount of energy being devoted by so many in carrying out the activities of committees, programs, services and administration. I realize that there are many others in the association who are equally willing to serve and who may not as yet have had the opportunity. I am concerned that at times energy is devoted to undercutting the efforts of some and even occasionally disparaging their actions or character. The vindictive and obstructionistic Child can at times be very powerful and disruptive but such tactics can never be integrative. This Association is going through a critical change period. We are looking at the very nature of our organization with questions of purpose, membership privileges, and regionalization. Financially we are in a difficult phase. As the organization gets larger it tends to become less attentive to individual members. However, it is the member who ultimately must be served or there will be no members. Some have said we are placing so much emphasis on our estimates of competence that we are becoming exclusive and/or elitist. ITAA may thereby be uninteresting to some persons who might be otherwise active. In contrasts, TA has been exploited by some persons and many members have desired that the public know that ITAA does have rigorous standards. Some members support vigorous application of standards while others suggest we get out of the certification process.

I personally do not believe that TA is on the decline. I see regular evidence that in the clinical applications there is definite interest among practitioners and educational facilities. As an example, TA programs are regularly included in the continuing education offerings of the American Psychiatric Association. I do believe that TA is moving out of a phase where there was a faddishness. The exploiters of "the latest thing" have dropped TA and I am relieved. I also see evidence of continuing interest and growth of TA in the numerous special fields applications. I believe this will continue to increase as more and more are well-trained.

I see all kinds of reasons for us to pull together in this Association. The elected trustees and officers need to know what is important to you as a member. There is a tendency to hear from persons who are dissatisfied, but it is equally important to hear from those who are satisfied.

We also have a number of important committees that need input. I especially identify the Task Force (chaired by J. Dusay) considering international reorganization, regionalization and RM privileges; also the Long Range Policy and Planning Commission (chaired by M. Groder), Training Standards Committee (chaired by R. McClendon), Social Action Committee (chaired by N. Porter). These groups are continually involved in activities which give direction to our future. While signed letters with comment permit the committee to respond, anonymous letters are acceptable when one's membership category is identified.

I ask that all members enter in actively to the processes which are so vital as your present and future elected trustees and officers fulfill what they believe to be the desires of the membership.

William H. Holloway, M.D.

SEMINARS AND STUDY GROUPS

La Crosse, Wisconsin TA Study Group: sponsored by Lee Webster, PTM, meets fourth Thursdays of the month from 12:00 to 1:30 p.m. Fee - none. Contact Fr. John Schultz 1732 State St., La Crosse, WI 54601. Phone (608) 784-4994.

ALTERNATIVES AND RESPONSES TO VIOLENCE:
Some thoughts on the 15th Annual ITAA Summer Conference Theme

This year's conference theme reflects particular concern in ITAA and among our members for the ways we and people in the world around us deal with both internal and external violence. As the conference approaches, the *Script* will be running a short series of articles relating to violence in various forms which we hope will be thought-provoking and challenging. We invite and look forward to your responses, either directly or through your participation at the August conference.

One of the more frequently debated issues in the last few years has been the effects of television violence on viewers, particularly children. Two recently published samples of this debate are "Living with Television: The Violence Profile" by George Gerbner and Larry Gross *(Journal of Communication,* 26:2 1976) and "What TV Does to Kids" *(Newsweek,* February 1977).

Gerbner and Gross base their study on the assertion that "television is the central cultural arm of American society." They see it as "an agency of the established order and as such [it] serves primarily to extend and maintain . . . conventional conceptions, beliefs and behaviors. Its chief cultural function is to spread and stabilize social patterns, to cultivate not change, but resistance to change." While the study agrees that television violence can lead to more violent behavior in viewers, the authors add an additional important perspective to the debate; ". . . we do not believe that the only critical correlate of television violence is to be found in the stimulation of occasional individual aggression. The consequences of living in a symbolic world ruled largely by violence may be much more far-reaching. Preparation for large-scale organized violence requires the cultivation of fear and acquiescence to power. TV violence is a dramatic demonstration of power which communicates much about social norms and relationships, about goals and means, about winners and losers, about the risks of life and the price for transgressions of society's rules. Violence laden drama shows who gets away with what, when, why, how and against whom. 'Real world' **victims** as well as violents may have to learn their roles. Fear—that historic instrument of social control—may be an even more critical residue of a show of violence than aggression. Expectation of violence or passivity in the face of injustice may be consequences of even greater social concern." Gerbner and Gross also highlight that violence on TV, unlike in real-life, "rarely stems from closer personal relationships," and that the victims and killers alike on TV are highly stereotyped; i.e., "Old men, married men, lower class, foreign and nonwhite males were most likely to get killed rather than to inflict lethal injury. 'Good guys' were of course most likely to be the killers . . . both young and old women as well as unmarried, lower class, foreign, and nonwhite women bore especially heavy burdens of relative victimization. Old, poor, and black women were shown **only** as killed and never as killers." Gerbner and Gross indicate that there is evidence to suggest that "television viewing cultivates a general sense of danger and mistrust." They go further to suggest that "Fear is a universal emotion and easy to exploit. Symbolic violence may be the cheapest way to cultivate it effectively . . . Ritualized displays of any violence . . . may cultivate exaggerated assumptions about the extent of threat and danger in the world and may lead to demands for protection." Finally, "What is the net result? A heightened sense of risk and insecurity . . . is more likely to increase acquiescence to and dependence upon established authority, and to legitimize its use of force, than it is to threaten the social order through occasional non-legitimized imitations. Risky for their perpetrators and costly for their victims, media-incited criminal violence may be a price industrial cultures extract from some citizens for the general pacification of most others."

The *Newsweek* story highlights that "TV stifles creative imagination . . . instills an attitude of spectatorship, a withdrawal from direct involvement in real-life experiences." Stanford University researcher Paul Kaufman is quoted as saying, 'What television basically teaches children is passivity . . . We grew up to be observers, not participants, to respond to action, not initiate." In addition, "Television desensitizes children to violence in real life," observes University of Mississippi psychology professor Ronald Drabman, . . . "They tolerate violence in others because they have been conditioned to think of it as an everyday thing."

Both articles offer chilling suggestions that the effects of violence on television are more sinister and profound than the occasional violent act patterned after or provoked by TV shows. As an instrument of enculturation, TV with its violent overtones, may be instilling unusual and perhaps unreal amounts of fear in viewers, leading to passivity, resistance to change and a greater susceptibility to any authority seeking to reinforce the established order.

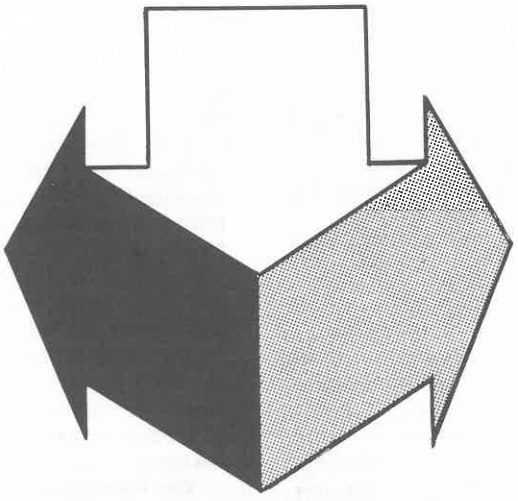
BOARD OF TRUSTEES ACTIONS JANUARY 15-16, 1977

Civil Rights for the Handicapped: the following is part of a resolution adopted by the ITAA Board of Trustees: ". . . be it resolved, that the International Transactional Analysis Association adopts the policy that it is a matter of civil rights that all citizens, including the physically handicapped, shall share the same rights to free access and opportunities for full development economically, socially, and personally as all other citizens, and that the Association through its members, committees and officers take all actions necessary and possible to implement a barrier-free environment. Be it further resolved, that the International Transactional Analysis Association and its affiliate members select sites for meetings that do not present significant architectural barriers to the physically handicapped who are in wheelchairs or who have other mobility limitations."

Grievance Committee: the recommendation was made and accepted by the Board to direct the executive director to draw up guidelines and procedures for hiring and firing of ITAA employees to be published in the *Script* and to be submitted to the Board for their approval.

Licensure Committee: The Board affirmed its support of the Ohio Transactional Analysis Association by sending a statement to the Ohio Board of Psychology: "Statement of Support: The Board of Trustees of the International Transactional Analysis Association views with grave concern recent developments with regard to psychology licensing in Ohio. We believe that the right to legally practice psychotherapy should be based on recognized competence in the field, and not solely on the attainment of academic credentials. The ITAA is willing and available to provide consultation and/or testimony to the Board in these matters, and affirms its support of those Advanced Members and Regular Members of ITAA under supervision whose right to practice may be jeopardized by the current statute." Licensure Committee was granted a $1,000 budget

Personnel Committee: a committee was created to study and develop a personnel policy. This committee consists of two members of the ITAA staff and the chairpersons of the Grievance (A. Jacobs) and Social Action (N. Porter) committees.



alternatives & responses to violence

The 15th Annual ITAA Summer Conference

San Francisco, California
August 8 through 14, 1977

Early-Bird Registration Extended to April 29, 1977
Regular Registration: May 1-June 30 Late: after July 1
$10 penalty for cancellation prior to July 15
No registration refund after July 15

INDEX

Calendar, Training Announcements 2
Script Announcements 2
International News 3
RM Survey Results 4
Training and Exams 4
Members Forum 5-6
ITAA Administrative Assistant 6
Post-Script and Classified Ads 7-12
Committee Reports 13
President's Letter 14
Some Thoughts on Conference Theme 15
Board of Trustees Actions 15