THE SCRIPT®

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INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123

Remembering Eric

One of the highlights of the Summer Conference was the coming alive of the first part of the theme, "Roots and Renaissance," in the key-note panel. The panel was made up of "old-timers" Mary Boulton, Jack Dusay, Fanita English, Jacqui Schiff and Steve Karpman with Bill Holloway acting as moderator. Honorary Conference Chairman Joe Concannon, another old-timer, introduced the panel with some stories of his own. All the panel members had known Eric Berne when TA was in its infancy and the ITAA was just being formed. The stories they had to tell about Eric and the early days were warm, witty and insightful. They painted a picture of a brilliant teacher, a gifted therapist, a warm if sometimes stern parent-figure, and a playful and vulnerable individual who could never quite accept being an "understood genius." We thought you might enjoy hearing some of the stories and so we share them here in summary form.

Mary opened the panel by challenging the suggestion that Eric didn't have much of a Child. Her most important recollections of him are those illustrating that he did indeed have an active and fun-loving "kid." She shared that after each seminar they had "field trips" which meant that they went to the Spaghetti Factory where they drank beer and ate garlic bread. While the ostensible purpose of these trips was to study the "mores" of the local people, they were actually there just to have fun. Calling them "field trips" was just a way of poking fun at themselves.



Bill Holloway, Jack Dusay and Mary Boulton

To continue, Mary told the story about how the TA 101 course got its name. In discussing what they should call the beginning course, Eric said, "Well, in college catalogs the 100 courses are not advanced, but they are substantial — and they are better than the ones up to that point. So, let's call it a 101." And they did. After each eight week 101 course that Eric taught there would be a "graduation party" attended by everyone who took the course. This was a costume party and Eric always came dressed as a gaucho — complete with the fringe balls on his vest. On one occasion, the party was at Mary's house. It was during the time when gangs were very much the fashion and when the TA idea of sweatshirts was just being developed. Mary went to a surplus store and bought sweatshirts for everyone with the three circles and the name "The PACs" on them. In addition, each shirt had a number on it; one had the number "1" on it and all the rest had numbers in the 200s and 300s. She gave Eric the #1 shirt and he was so pleased that he frequently wore it to the seminar meetings.

Jack's recollections began with the first seminar he attended at Eric's house. The first thing he was struck with was the way Eric sucked his pipe. Eric explained that, as a psychiatrist you hear people say all sorts of outlandish things and you have to keep from laughing — "What do you think the pipe is for?" he asked. The next thing Jack learned was when they were milling around after the seminar and Eric stepped on Jack's toe. Eric looked down and said, "Your toe is under my heel." Jack agreed and said he was sorry and Eric said, "We haven't gotten to games yet!" Jack was invited to return the following week for the advanced seminar where there would be "a bunch of professionals." Now at that time, as a young psychiatrist, Jack says he had been doing therapy for a whole week and when he arrived at the seminar he inconspicuously sat in the back row. Eric asked who was presenting that evening and after some pause when no one volunteered, he asked Jack if he had anything. Jack had just finished a group that evening and offered to get the tape from his car. Eric said, "That's the cowboy approach — if you have an opportunity you don't make excuses, you just do it." Well, Jack presented his tape and the "professionals" jumped all over him for being so passive in the group. After the seminar was over he was in the kitchen feeling pretty lousy. Eric came in and, rather than holding his hand or telling him to "lie down on the couch and talk about it," said, "The problem you're having is that the mother in your head is telling you not to say anything until you fully understand it." This illustrated what Jack believes was Eric's greatest quality professionally — he would cut through all the superfluous stuff and come right to the point in a very brief, staccato and intuitive way.

Fanita was the first person to get Eric to travel some distance. She was very dissatisfied with what she was doing in her private practice in Chicago when a friend lent her one of Eric's books. He was totally unknown in Chicago at that time and so she thought perhaps she could reach him personally if she phoned California. She was fortunate to get him just before the beginning of the seminar on a Tuesday evening. He said that he was coming east and if she could get four people together he would stop on his way to spend an afternoon with them. It was, therefore, partly her idea and partly his. Eric did go to Chicago, but the experience was not a good one for Fanita. Eric was supposed to spend four hours with them at $50/hr. plus transportation costs. At that time he was very enthusiastic about his intimacy experiments and he went on and on with what Fanita knows now was his personal form of humor. However, at that time, she and her colleagues did not appreciate or understand what Eric was talking about or how he was saying it and they couldn't wait for him to leave. He wouldn't leave, however, and two hours past the contracted time, he was still trying to wrangle a dinner invitation — which they did not offer. He finally left saying sadly, "I don't think you like me too much, but don't let that set you against TA. How about bringing David Kupfer out to do a 101?" They did bring David out and that turned Fanita on to TA. She spent some months in California working with David and, just before she was to return to Chicago, Eric finally agreed to let her observe one of his Carmel groups. He asked her to wait outside while he talked to the group members about it. He came out with a little smile on his face and told Fanita it was alright to come in. He then said to the group, "This is Mrs. English from Chicago — she's a terrific therapist (accompanied by a gallowsy laugh) and she's going to run the group tonight." And Fanita did!

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Jacqui shared her experience with the "intimacy experiment" mentioned earlier by Fanita. She was invited to the seminar for the first time by Vi Callaghan and during that first meeting did not



Steve Karpman, Jacqui Schiff and Fanita English

really connect with anyone. At the end of the seminar Vi told Jacqui that Dr. Berne wanted her to go into one of the other rooms. Jacqui asked who Dr. Berne was and Vi said he was the tall skinny guy. Jacqui recognized that he was the one Vi had been talking about so much. Upon going into the room indicated by Vi, Jacqui found herself in the bedroom, which was somewhat disconcerting for her. She sat down in the straight chair next to the bed and in came Eric carrying a stool with Vi following. Eric put the stool in front of Jacqui, sat down on it and proceeded to stare Jacqui in the eyes. She thought that was pretty strange, but she was reassured that Vi was there and determined not to make the next move. After 40 minutes, Vi, who was getting scared, interrupted them. Jacqui and Eric, on the other hand, were doing fine, each determined to outlast the other.

Jacqui also shared that Eric was always troubled by the association he made between being a genius and being misunderstood. She said that he very badly wanted to be a genius and to him, that meant being misunderstood. So, when *Games People Play* became a success, he didn't know what to do with that. He would have been more comfortable if it had failed.

Steve's reminiscences were mostly related to the seminar. Originally known as the San Francisco Social Psychiatry Seminars (later called the Eric Berne San Francisco Seminar after Eric's death), it has met every week for 20 years. While Eric was alive he hardly missed a single meeting. On one occasion Steve decided to have the ultimate revolutionary seminar, the 999 Seminar. Eric usually ran the seminar quite tightly, with neat rows of chairs and no eating or drinking until afterwards. On this particular night, Steve came dressed in fatigues with a Che Guevera hat on, bottles of wine and some apples in hand. With the gleeful cooperation of the rest of the seminar participants, he cleared away the chairs and sat on the floor in a circle with the wine and apples in the middle. Steve thought all of this would freak Eric out and he was prepared for a big reaction. However, when Eric came down at his usual time, all Steve could discern was what he thought were some wheels turning very fast in Eric's head. Then Eric proceeded to run over and sit down next to Steve saying, "Let's have a counter-revolution. Let's all go upstairs and take our clothes off!" At this, about a third of the group got up and left for upstairs leaving Steve with the "old" revolution.

If you enjoyed these stories and would like to hear more, the key-note panel presentation is available on a cassette tape from Simultaneous Translation Services, 2973 Sartelon St., St. Laurent, Quebec H4R 1E6, Canada.

Special Business Meeting

Notice is hereby given of an ITAA Business Meeting to be held in conjunction with the Winter Congress on Friday, January 5, 1979 at the Islandia Hyatt Hotel in San Diego.

Among the agenda items will be a treasurer's report, committee reports and a report to the membership on the Ethics Investigation. Additional items of business must be received prior to December 22, 1978. Business items should be addressed to the ITAA President, c/o 1772 Vallejo St., San Francisco, CA 94123.

Laurie Weiss
ITAA Secretary

VOTING INSTRUCTIONS

1. Fill out the proxy vote form.
2. Place your signature across the face of the mailing label which can be found on the backside of proxy vote form.
3. Place the proxy vote form in an envelope, addressed to ITAA, 1772 Vallejo Street, San Francisco, CA 94123.
4. Seal the envelope, stamp it, mail it.

PROXY VOTE FORM

I,_____, herewith assign my proxy vote to _____, to be voted at his/her discretion in accordance with my wishes as indicated below, OR the Secretary of ITAA_____to be voted in accordance with the recommendations of the Executive Committee at the Business Meeting of the International Transactional Analysis Association convening on January 5, 1979 in San Diego, California.

Signature:_____

Date: _____

Use the following space to indicate your wishes on particular issues:

Granting of Proxy Votes

The by-laws state that the quorum for conducting business at the business meeting is 5% of the qualified voting members. With an international organization such as ITAA, it is often difficult to physically assemble a quorum. To avoid the situation where no business can be done because there is not a quorum, the by-laws have provided for the granting of proxys by any voting member to any other voting member or to the Secretary of ITAA. Those voting members who want to appoint a proxy should fill out the following form and return it to the ITAA office to be received there NO LATER THAN DECEMBER 22, 1978. Because of the size of our new voting membership, it is necessary that proxys be submitted and recorded PRIOR to the commencement of the business meeting. No proxys mailed to this office will be accepted or recorded after the December 22, 1978 deadline. Proxys HAND-DELIVERED at the Winter Congress may be received up to, and no later than, 10:00am, Friday, January 5, 1979. Proxy votes can be appointed in the following manner:

1) To another voting member — please make sure that your proxy choice is actually planning to be in attendance at the business meeting, Friday, January 5, 1979, at the Islandia Hyatt House Hotel, San Diego, CA. Fill out the proxy vote form with the necessary information and send it to the ITAA office.

2) To the Secretary of ITAA — if the proxy is assigned to the Secretary, she will vote it in accordance with recommendations made by the ITAA Executive Committee. If the Committee has made none on a given issue, the vote will count as an abstention.

Montreal General Business Meetings

August 17, 1978

Treasurer's Report — Treasurer Stan Woollams reported that, while membership receipts were generally down for the year to date, expenditures were also down so that the Association seems to be on target for its 1978 budget. This is also due, in part, to the number of persons who have elected to become voting members with higher dues payments. He also reported that we will be able to pay off the note we owe to the bank and that income from the Summer Conference will pay for the expenses of that meeting. Attendance in Montreal reached about 1,000 people.

Acknowledgment — Bob Andersen was given a standing ovation as a gesture of commendation for his work "as Executive Director of the Association, for his efforts in fiscal management, and for his extreme success."

Nominating Committee — the Committee is concerned to offer a wide balanced choice to the membership for voting on new Trustees. The Committee presented the following nominations: Rebecca Trautman, George Barnitt, Ken Windes, Sue Hutchins, Joanne Moses, Larry Kokkelenberg, Richard Underhill, Ken Wallgren, Rita Justice, Denton Roberts, Ellyn Bader, Berger Goos, Barbara Mueller, Ed Gurowitz, Norman James, Sue Bender, Patty Falzett, Ted Novey, Bill Ballard, George Kohlrieser, Michael Reddy, Francis Bonds-White, Valerie Chang and Martin Haykin.

Nominations from the floor included: Carlo Moiso, Shep Gellert, Herb Hamsher, Mary Michelson, Bob Morriss, Sue Weiss, Tyanne Steckel and Joe Cassius.

Eric Berne Memorial Scientific Award — Executive Director Bob Andersen explained that there was a difficulty in the mailing of the ballot and that some of them had been lost in the mail. There will be another balloting initiated and the Award will be made at the Winter Congress.

Scholarship Loan Fund Committee — as of January 1978, the Scholarship Loan Fund totalled $100,000. Some $15,000 of this has been loaned to members who are working on certification and some $10,000 is expected to be spent per year in the future. $10,000 has been set aside for minority grants and $5,000 of that has already been distributed. The original intent of the SLF was to effect an ethnic and economic balance within the ITAA and the Committee Chairperson, Denton Roberts, feels that they are just beginning to make headway in this direction.

Regular Member Interest Committee — this business meeting was a landmark one because there were almost 4,000 voting members now eligible to participate. Having achieved their goal of getting the vote for Regular Members, the Regular Interest Committee is ready to dissolve.

Acknowledgment — a note of thanks was expressed to Sue Hutchins for her efforts with the Regular Member Interest Committee.

Regular Membership No Longer Possible By Endorsement — by-law 1.03 was altered to strike the words, "or alternatively, by the endorsement of application by two certified members." It now reads, "Regular Membership is available upon application to persons who have demonstrated an interest in Transactional Analysis and the activities of the Association by three immediately preceeding years of consecutive membership as an Associate Regular Member and either by completion of a TA 101 or exam. Regular Members are subject to dues and to assessments and are privileged to vote."

Acknowledgment — appreciation was expressed for the work of the Program Committee and the office staff in the successful running of the Summer Conference.

Acknowledgments — Marianne Fraticelli, Conference Coordinator and Noel Basch, ITAA Staff Secretary, were recognized for their efforts for a smooth-running conference.

Acknowledgment — Shea Schiff went on-record as openly and publicly commending Ruth McClendon for her very fine service to the organization, and the meeting responded with applause for Ruth.

Cathexis Leadership Group — a representative of the Cathexis Leadership Group read a letter which had been submitted to the *Script*, but which could not be published for legal reasons related to confidentiality.

Additional Business Meeting Requested — there was considerable discussion and numerous motions made relative to whether or not to have a second business meeting at the Montreal Conference for the purpose of hearing the results of the Board's deliberations about the Ethics Investigation of Jacqui Schiff. Just prior to the adjournment of this meeting, it was voted to have a second business meeting on Saturday, August 19 prior to the banquet.

August 19, 1978

The second business meeting opened with Ruth McClendon summarizing the progress of the Board on the Ethics Investigation of Jacqui Schiff.

Resolution of Appreciation — *the following* resolution was offered by Hedges Capers and carried by those present:

Whereas Jacqui Schiff has demonstrated her courage and integrity in keeping her commitment to this conference, and to the organization she has helped found, even though she has been under great stress and has been working under extremely difficult conditions,

Whereas her contributions to new TA theory, to growth of the organization and her contribution to the increased recognition as an international association,

Whereas Jacqui's contributions have been bountiful and significant,

Whereas her diligent and candid efforts have made the membership much more aware than ever before of the need to control the Association's internal activities and to provide protection for its individual members in due process,

Therefore, we offer this vote of appreciation.

Resolution Advising Dismissal of Charges — the following resolution was brought up by Bob Mitchell and carried by those present:

Whereas we in ITAA are a large and varied family with many ideas, interests and methods about which we tend to disagree and debate at length, which is one of the advantages of our process, and

Whereas Jacqui Schiff is a distinguished member of our family who has clearly and definitively evolved theories and techniques which are part of that family's many ideas and traditions, and

Whereas she has openly and often invited inspection of these methods and dialog concerning them, and

Whereas, as a growing organization we did not have a written code of ethics as the Ethics Committee has been instructed by the by-laws to do,

Therefore, we move to strongly advise the Board of Trustees to reject the charges brought against Jacqui Schiff by the Ethics Committee.

Additional Resolutions — other resolutions were offered and subsequently withdrawn by Jacqui Schiff and Pam Levin. There was considerable discussion about issues related to the Ethics Investigation until the time allotted for the meeting ran out. The meeting adjourned with no further action.

Board of Trustees Meeting

At the 1978 Summer Conference in Montreal, the Board of Trustees met to deal with many issues concerning the organization. One of these, the Ethics Investigation of Jacqui Schiff, absorbed much of the Board's time and energy. This part of the Board's deliberations took place in closed sessions and has been reported in the October 1978 issue of the Script. (See Ruth McClendon's Report to the Membership, pg. 2). However, other important work was done by the Board and it is summarized here along with background information. As always, we welcome your comments and/or questions.

Payment of Bank Loan — during our economic crisis in 1976 it was necessary to borrow $40,000 to stay current on our bills and to meet our obligations. That money was borrowed on a note from the Bank of America, with a certificate of deposit owed by the Scholarship Loan Fund as collateral. We paid interest to the bank of 9%, while the Scholarship Loan Fund got interest on the CD at 6%. Now we have paid off the note using the CD and the general fund is paying the SLF at the same 9% it was paying the bank. Thus, we are paying ourselves rather than paying the bank.

Action Taken — rather than owe $40,000 to the Bank of America, the ITAA will borrow from the Scholarship Loan Fund and pay the Fund at a rate equal to what we are now paying on the commercial loan.

Acknowledgement — sincere and hearty appreciation was expressed to the Finance Committee and the Treasurer for the work they have done and the results they have obtained. (See summary of Treasurer's Report, pg. 2.)

Membership Card Discontinued — the total savings to the ITAA would be approximately $2,500 a year if membership cards were not issued. This money could then be used to support other important TA activities and programs.

Action Taken — the practice of issuing membership cards will be discontinued as of January 1, 1979.

International Bookstore Discounts — we have been restricted by the Board to granting no more than a 10% discount on books to anyone. Our potential international distributors say that without a greater discount, they will not be able to afford to carry our TA books. In some locales, this might mean that TA will be carried only by word of mouth and that high quality literature will simply not be introduced to the general public. It is possible for Trans Pubs to work out a "break-even" point which will serve both the international marketplace and the needs of ITAA. This will permit each case to be considered individually and will retain the principle of each ITAA department paying its own way.

Action Taken — the proper discount, as determined by the Executive Director, will be given to international bookstores where distribution of TA information would otherwise not be feasible.



Second Business Meeting - August 19, 1978

Sale of ITAA Headquarters Explored — there have been offers to buy the San Francisco headquarters building and, since the size of the staff is down and the building is not being completely utilized in terms of space, it seems reasonable to consider selling the property. It appears that the potential sale price is near $600,000 from which we might net $300,000. If this were invested at 8%, it would net $24,000 yearly. Our current expenses are $800 a month, $9,600 yearly, as mortgage payment plus $10,650 annually on the bank note used in refurbishing the building (note to be paid off in 1982.) Adequate office space expenses would be needed from any fund which we might establish.

Another important issue is whether we wish, as an international organization of our stature, to maintain a prestigeous headquarters. We now have meeting space available in our Eric Berne Memorial Library which can serve various public relations functions and as a setting for various gatherings. The Board would like to know how important this factor is to the general membership. In essence, we are sitting on a piece of property which is far more valuable than we "need" to conduct the business of the Association. However, we might "want" to keep it for other reasons.

Action Taken — information is being gathered, including the responses of members, about the possible sale of the 1772 Vallejo St. headquarters.

Possible Alteration of the Eric Berne Memorial Scientific Award — there is some concern about making the Award more meaningful. The present suggestion from the Editorial Board is to have three awards. The EBMSA would have very strict requirements for how to be eligible and there would be two other awards, one each in Clinical and Special Fields, which would be much broader based in their requirements. The Editorial Board is interested in hearing feedback from the membership about this proposal.

Action Taken — the Editorial Board will present a proposal in January for the restructuring of the Award.

Conference Sites — according to the Program Committee, Minneapolis does not have the hotel meeting space that we require. New York is very expensive ($65 projected for a single room per night), meeting space there would be expensive and the weather is usually quite hot there in August.

Action Taken — on the recommendation of the Program Committee, the Board decided not to hold the 1981 Summer Conference in Minneapolis. It also decided not to hold the 1982 Summer Conference in New York.

1980 Theme — the theme for the 1980 Summer Conference will be on oppression and autonomy.

Exams in Non-ERA Ratified States — if exams are not held in Atlanta there would be extensive travel and expense required of those who live in the East who wish to be examined in 1979. Their only other choices would be San Diego in January, 1979, Colorado in August, 1979 or San Antonio in January, 1980.

Action Taken — an exception to the ITAA stand against holding meetings in states which have not ratified the ERA will be made to allow exams to be held at the 1979 Southeast Institute Conference in Atlanta.

Acknowledgement — Felipe Garcia has submitted his resignation, but will serve until a new chairperson is appointed for the Child Care Center Activity.

Action Taken — Felipe Garcia was recognized by the Board and in the General Business Meeting for his fine work in the stroke room and the Child Care Center.

Age Discrimination in Insurance — the Social Action Committee raised the issue of whether there is age discrimination in the insurance policy currently being offered to the ITAA membership. There are some persons over sixty who are being excluded from making application for this term insurance which covers people up to age 70.

Action Taken - Bob Andersen was charged to check options available to persons who are interested in purchasing insurance with ITAA.

Organizational Membership - a category of Organizational Membership was created at the January, 1978 meeting in New Orleans. The latest action establishes a mechanism whereby applications may be made.

Action Taken - the by-laws were amended to create a Committee on Organizational Membership charged to "review applications for organizational membership and make recommendations to the Trustees." In addition, policies regarding applicant organizations were adopted. These are available from the ITAA office upon request.

Task Force - only four persons have indicated an interest in serving on the Task Force to study the therapeutic use of pain and punishment. More are needed.

Action Taken - an extension of time was mandated to January, 1980 for the Task Force and another letter will be put into the *Script* asking for volunteers to serve with this group.

ITAA Ethical Principles - in 1975 the ITAA decided to proceed on a case-by-case basis in ethics matters, in accordance with general ethical priciples as prescribed by and for persons of particular professional backgrounds. Development of a specific code of ethics has been in process for several years. A copy of the "Proposed Ethical Principles" was published in the October, 1976 *Script* with an invitation to readers to comment. Many people responded and their ideas were taken into consideration in developing the final "Principles."

Action Taken - the Board approved the "Principles" (published in the October 1978 *Script*) as the current guidelines for evaluating the ethical behavior of members of the ITAA and invited the membership to give feedback in writing for the on-going development of these guidelines.

Errata: in the "Ethical Principles of the ITAA" published in the October, 1978 issue of the *Script*, the last sentence of the last paragraph (#10) should read, "A member will not compare her/himself qualitatively with colleagues, or in any way misrepresent her/himself or her/his work to the public.



Bob Andersen, Bob Morriss at Board Meeting

National Conference on Competency-based Training and Certification - the Public and Professional Information Committee and the Licensure Committee of ITAA will cosponsor, along with the National Center for the Study of the Professions, a conference to discuss the issue of competency in relation to licensure (based on examination).

Acknowledgment - when the new Editorial Board took over, there were some 200 articles on hand that had already been accepted for publication - a four-year supply. Paul McCormick worked through all of them and reduced them down to material to fill two issues so that the new Board would be able to begin putting out the *Journal* according to its own standards and priorities. This was a monumental task for which Paul deserves much credit.

Action Taken - Paul McCormick was given thanks for the way he handled the difficult job of putting out the *TAJ* issues containing the backlogged articles.

Brochure Approved - in response to frequent requests for a "publicity piece" which could be distributed at various conferences (TA and non-TA), the Public and Professional Information Committee has composed a brochure which will soon be available in bulk quantities.

Action Taken - the content of the public relations brochure proposed by the PPI Committee was approved after slight revision by the Board.

Roberts' Rules of Order - up to this point, the ITAA has not recognized any parliamentary authority. We operated in generally agreeable ways, but always with the possibility of being put "out of business" if someone wanted to do that. Upon recommendation by the by-laws committee, we have moved to assure the orderly conduct of business by agreeing on a formal authority.

Action Taken - the by-laws were amended to read that Roberts' Rules of Order shall be the parliamentarian authority for the ITAA.

South American Training Standards Representative — Sofia Carachushansky was appointed as representative to the TSC from South America.

Members Forum

Allegations Against ITAA Disputed

Dear Editor:

Before the Conference in Montreal, I wrote a letter to the Board of Trustees telling them that I was angry and dismayed by the conduct of ITAA committees in regard to my mother, explaining in part my reasons for dropping my membership in ITAA, and telling them that I was considering legal action against ITAA. I have received no response to that letter.

Since then I have received telephone calls from people telling me that documents regarding me which were not legally obtainable, which ITAA somehow did obtain, and which, despite the protest of innocence by ITAA staff, were kept and never returned, were left on public display in the ITAA offices and at the Conference in Montreal.

There has to be something distinctly wrong with an organization which pillories a former member in order to harrass his mother. I am sure that there are still many good people in ITAA. But the organization seems to be distinctly warped. TA and most of the members would undoubtably be better served without ITAA.

Sincerely,
Aaron Schiff

Dear Aaron:

I'm surprised, somewhat angry and sad after reading your letter. Surprised because you didn't request an answer to your letter to the Board; angry at what I experience as a power play and name calling; sad that I find myself writing to you, a friend and colleague, in this manner, publicly, while fond memories of you flash before me. This whole episode is indeed tragic and painful for all of us.

As you may know, we received several letters from concerned members supporting your mother to varying degrees. I received your letter as I had the others — with interest and concern for Jacqui and for the people speaking out for her. I saw them as letters of support from concerned people who were appropriately attempting to influence the deliberations of the Board. I don't see that they necessarily, or by implication, dictated a reply any more than letters or telegrams of support for a certain bill require a reply from congressmen/women or senators. I didn't think that they needed response, but I did think they deserved attention, concern and reflection.

Regarding your present letter to the Editor, I find that your statement, ". . . the organization seems distinctly warped . . . ," seems to be designed to intimidate and malign rather than solve the problem of getting a response to your original letter, getting the facts with regard to your concerns, and solving the greater issues before us.

Your last statement, that ITAA and most of the members would be better served without ITAA, seems destructive. I, for one, would have never become involved in TA if it hadn't been for ITAA. I'm grateful for that and though I have had many differences with the power structure, of which I am presently a part, and though I have seen and personally experienced injustices and manipulations, I choose to stay and struggle with the issues. I don't see that quitting will solve anything for me or for most of the membership. I don't like that you suggested this. Aren't there other options? I think there are and I'm sorry you don't. I'll miss you.

Sincerely,
Alan Jacobs
Board of Trustees

Dear Aaron:

I'd like to respond to the charges that confidential materials related to the ethics charges were put on "public display."

While my secretary and I were in the process of assembling the materials for use by the Board of Trustees, those materials were, naturally, on our desks. If we left the room for a period of time which we thought would be significant, say, for lunch, we would close and lock the door to the office in which we were working.

On the occasion in question, I was away from my desk and my secretary was working at the copy machine, preparing materials for the Board. It was mid-morning. A member of the Association who was visiting in the Bay Area from the mid-west and who had been seen by the staff several times in previous days, came into the building, walked upstairs and entered the office where the materials were being worked upon, looking, I suppose, for my secretary. That member looked at the materials, seemingly at considerable length, to be able to identify what the documents were, then left the office. That member later, supposedly, reported to you that the materials were on "public display."

I would suggest that materials on a desk in a private office, on the second floor of a building, are not on "public display." And I resent the implication that my staff and I have been careless in the confidentiallty of this matter. In my judgment, that is simply not true.

As for the Montreal situation, long-standing ITAA policy on ethics matters demands confidentiality on the part of the Ethics Committee and the Board of Trustees. That policy was observed. In point of fact, materials pertinent to the case were placed in a locked hotel room with a private guard placed outside. (At one point even I was prohibited entrance to the room by the guard, because my name was not on the list of Trustees.) On the one occasion when the guard was not present, members of the Board were inside, thereby preventing "public display."

Much of the substantive material was put on display in the Cathexis suite, to which members of the ITAA were openly invited. I would suggest that this constitutes far more of a "public display" than any instance involving the ITAA or its staff.

Bob Andersen
Executive Director

Dear Aaron:

I am the attorney advising the Board of Trustees on the ethics proceedings pending before the Board. The controversy here, centers on three documents: a probation report, a group of police reports, and a transcript of grand jury proceedings. All were sent to the Ethics Committee by an official of Contra Costa County. The probation report should not have been sent. There is some question whether the police reports should have been sent. The grand jury transcript is a public record, and was properly sent.

I have advised the Board not to read or consider the police report or the probation report. Those materials have been sealed and kept separately. The grand jury transcript has been read, and may be considered by the Board in so far as it directly bears on the pending proceedings.

Pursuant to long-standing policy requiring that ethics concerns be kept confidential, there has been no public dissemination, on the part of the Ethics Committee or the Board, of *any* of the substantive materials before it. If public release of confidential materials has caused public damage to members or former members, such damage has been the result of acts by other interested parties.

Very truly yours,
H. Ernest Fox
Attorney at Law

Questions of Trust

To the Editor:

Of all the many problems before us with regard to the ethics charges against Jacqui Schiff, we can distill them down to questions of trust.

Many people have expressed concern with the ITAA rule which disallows ethics charges against a member from being made public. This rule is designed to protect all parties concerned, accused and accuser, from damaging public display. It is not designed or intended to be used to constrain or persecute anyone, though I suppose it could be used that way if we were so inclined.

As a member of the Board and as a member of the ITAA, I have experienced anger and fear with regard to the kind and quality of the accusations which Jacqui Schiff and her supporters choose to hurl at us. I'm also concerned for ITAA and for the trust, or lack of it, that the membership at large has in its elected leadership.

Yes, there have been many injustices in the past, mostly supported by the Board and related to arbitrary changes of all kinds; they have been too many and too frequent. The most significant seem to be those regarding changes in training policies, procedures and requirements. One of the largest issues had to do with ITAA breaking training contracts with trainees with regard to the written exam. Yes, it happened. People who had signed contracts thinking they would take one kind of exam found that they would be given one which would require more financial investment and travel. Others are concerned and upset with the PTM Workshop which requires more time, money and travel. Yes, these kinds of changes, and others, have created an attitude of mistrust and suspicion with the ITAA leadership in this post-Nixonian era when people everywhere are questioning leadership and its motivations on all levels. Yes, there have been injustices in the past. People have even used the power structure to manipulate for their own gain.

Because of this, and because we are bound to confidentiality with regard to ethics charges, the Board, the president and the ethics committee are in an extremely vulnerable position. It is relatively easy for anyone, let alone someone of Jacqui's stature and prestige, to accuse us of doing malice, because we are not really in a position, nor are we willing, to defend ourselves. The factual issues with regard to ethics are, and have to be confidential, and so it is comparatively easy to shift the focus from them to ones of process and procedure. The whole issue of whether a person is responsible for and answerable to ethics charges in a professional organization can be shifted to what the motives of the accusing person, the ethics committee and the Board are.

The reason we can't respond with the facts in public is the issue of public character assassination. Suppose an angry person you had been working with decided to vengefully institute trumped up and totally false ethics charges. Suppose the ethics committee made these public and suppose the charges were later proved to be false. Would it make any difference at that point? Wouldn't your character already have been impugned, the damage already done? This is very dangerous for a professional whose reputation is his/her most important asset. You'd be publicly maligned and some wouldn't care about the end result. They would doubt you — "Well, s/he was found innocent but could the charges have been true?" You could very possibly be ruined by this. Gossip and innuendo would persist even in the face of fact. This is one reason for the rule.

Another has to do with giving someone who has been found guilty an opportunity to discuss the problems inherent in the violation and offer a way to resolve them. People deserve this kind of second chance. All of us are capable of making mistakes and we, as a professional organization, are dedicated to helping people change destructive or non-productive aspects of their lives. Therapists who make a mistake deserve the opportunity to clean it up. I'm not willing to throw them to the wolves or ruin them publicly.

Another important reason for the confidentiality rule is protection of the accusing party. What if what happened to them is humiliating and embarassing? They deserve to have this kept confidential. Besides, if we were to make accusers' names public, probably no one would bring ethics charges.

The Script
Newsletter of the International
Transactional Analysis Association
1772 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor..... John James, MA
Managing Editor..... Robin Fryer, MSW
Deadlines refer to date of receipt in ITAA office:
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Special mailing list: send $2.50 U.S. and Canada, $7.50 all other countries PLUS correst mailing address to Robin Fryer, c/o ITAA office and we will send you your **Script** by first class air mail.

So, the rule is really designed to protect, not hide or cover-up.

I know it must be very frustrating to be hearing all the gossip and reading all the letters without knowing what the facts are. I can understand the conclusion that it's a cover-up. It does, in some way, activate our fears that anyone can be Kafka-esquely picked up at the personal whim of the ethics committee and the Board, and harrassed, maligned, or even professionally destroyed. I keep in mind that I was elected and also voted for Trustees on the basis of trust. At some point I have to rely on that trust and the people I have given it to. This is true for both sides of the matter at hand.

Also, there are twenty-four elected Trustees, five officers and a past president who sit on the Board. There is a great deal of protection in these members. The personal experience, geographical situation, theoretical background and age of its members varies widely. I don't see that a majority of this Board — especially after looking down a list of its members — could be contriving to do someone harm because of professional jealousy or theoretical differences, especially since so many of us have been partially trained by, are active supporters of, and referrers to Cathexis.

After having participated in the Board process and deliberation at Montreal, I am convinced that we conducted ourselves with integrity and conscience, that the proceedings were carried on in an atmosphere of honesty and caring. What I kept in mind through all of it was:

> "Whatever games are played with us we must play no games with curselves, but deal in our privacy with the last honesty and truth."
>
> R.W. Emerson, "The Conflict of Life"

Alan Jacobs

TA and Violence

Dear *Script*:

Some time ago Jacqui Schiff mentioned in a letter to TA members that I had proposed a resolution to the general membership at the August, 1977, Summer Conference. She didn't explain the content of the resolution. It was very mild . . . to the effect that the ethics committee study the use of pain in psychotherapy. No, I was not the author. Had I been the author, I would have submitted a resolution banning all physical violence and humiliation in TA therapy. This would include hitting, beating, spanking, pinching, pulling hair, administering or prescribing ECT, using painful physical restraints, or being verbally abusive.

I am sorry that such a resolution could be necessary. Having just read Warren Cheney's *Don't You Play Games With Me*, I know that it is. He says, "Spoiling takes place when the mother gives more than he (the infant) needs." Actually, humanizing and teaching love take place when the mother or father give a child more than he or she needs. Cheney advocates, "Put the child straight under a cold shower, clothes and all, and hold him there until the rage subsides," to stop temper tantrums in a child as young as 12 months. He says that babies who throw toys out of their play pens are "defying just for sadistic fun." WHO is sadistic?

I now know that a campaign against sadistic actions of a therapist are not enough. I plan to submit a new resolution condemning therapists who advocate violence. Obviously, healthy, loving parents would not follow Cheney's advice. I am concerned about the paranoid, vicious, or confused parents who would find in Cheney's writing the excuse for child abuse, in that the focus of the book is that the child from birth attempts to "game" parents and that parents must stamp out these games.

Perhaps the book will do some good, if other TA members, reading it, become sufficiently alarmed to stand up against violence advocated or perpetrated against the victims who cannot fight back, because they are young, helpless, or ill. An organization has come to my attention . . . Committee to End Violence Against the Next Generation, Inc., 977 Keeler St., Berkeley, CA 94708. It is not a TA organization, but seems to be composed of parents, educators, and therapists who are campaigning primarily against corporal punishment in schools. I am joining and hope some of you also join. I also hope that some of you will join me in striving to get violence out of TA.

Mary Goulding

Special Fields and Clinical Contract Differences

Dear Ellyn and the Training Standards Committee:

Thank you, Ellyn, for your clear statement of ITAA policy on teaching TA to the public. It is a policy that I can endorse without reservation. However, it's time we went more deeply into the question ... of the Special Fields Membership as a ripoff ....

"I believe that (the Clinical Membership and the Special Fields Membership) are equal in both status and level of competence." Come on Ellyn, what's the first con?

The crucial difference between the two categories lies in the options that are open to each. Clearly, any Clinical Member is completely free to pursue a "Special Fields" application .... On the other hand, the Special Fields Membership was created precisely for the purpose of restricting such members from pursuing any "Clinical" applications. This is underlined by the ITAA policy which permits, even encourages, Clinical Teaching Members to prepare Special Fields candidates while restricting Special Fields Teaching Members from preparing Clinical candidates.

"Special Fields Members possess a different set of skills than Clinical Members .... " What different skills?

The only TA-related skills I possess ... are those I picked up ... in the training group in which I participated. I was aware of no differentiation whatsoever in the training given to the candidates for the two classes of membership, or indeed to those of us who had not signed a contract as yet .... The only differences I observed had to do with the differences in our individual capacities. It is only after our common training that we are subjected to different testing procedures in order to paste different labels on us.

For Clinical candidates, the training is clearly ... in TA psychotherapy techniques. For Special Fields candidates, the very same training is ... in something else .... Every time I use the skills I've learned in my training, I am in fact, practicing psychotherapy ....Becoming a Special Fields Member would not resolve this dilemma since they're not supposed to be therapists either.

Since my primary objective is not achieving status in ITAA but earning a living through helping people understand themselves .... the main advantage of going through the expense and trouble of completing my qualifications as a Special Fields Member is the privilege of paying higher dues. Such membership gives me nothing I don't have now. In contrast, a Clinical Membership would give official recognition of my psychotherapy skills.

... I'd like to see ITAA working toward acceptance of its training in psychotherapy methods as qualification for the practice of psychotherapy at least on the para-professional level. This would resolve the dilemma in which the non-clinical graduate of such training finds himself, would significantly broaden his options, and would up-grade the status of TA training to the level it is achieving in fact ....

Peace,
Mary Ann Chimera

Dear Mary Ann:

Your letter raises ... questions shared by many people considering a Special Fields training contract:

1. Who should take out a Special Fields contract?
2. What can I expect in the way of training?
3. How will Special Fields certification benefit me?

The Special Fields contract is designed for someone who is competent in a professional area other than therapy and who wants to supplement that competence with TA. This occurs typically in management, education or organizational development. The assumption is that the person seeking the ... Special Fields contract either has or is concurrently acquiring ... competence in a non-TA area which is or will be his/her basic profession. Where this is not true, it is the Clinical ... candidate who is being "ripped off" since there are areas on ... the written and oral exams and in supervision where the Special Fields candidate is not expected to have the same knowledge or ... depth in skill ... as the Clinical trainee.

While the Clinical contract may be fairly standard and consistent, the Special Fields contract will usually vary significantly. The following areas should be clearly outlined in the training contract both to define the special field and to determine the extent and the type of training required for the contract to be completed. Apart from basic knowledge of TA theory, the Special Field contract should include statements of how training will differ from Clinical training, what form supervision will take, what theory apart from TA will be considered a legitimate part of the examination process and what areas of TA theory are most significant for the particular person's area. Arriving at these conclusions is the aim of contract negotiations between the candidate and the sponsor. A representative of the Training Standards Committee will then review the contract to assure ITAA that it meets the minimum requirements of the organization. This completes the three part contract of sponsor, trainee, and ITAA.

When this does not happen, problems are likely to occur like those you describe. For example, "What different skills?" These will be decided in the contracting process between you and your sponsor. In my contracts (Underhill), trainees with strong backgrounds in TA focus on acquiring management theory and skill while managers focus on gaining TA knowledge and experience. In the training program each helps the other. Where more TA is required than my own Special Fields certification provides, arrangements are made for the trainees to acquire it from another trainer. This often includes supervision from a trainer who is more competent than myself in a particular area. This is built into the original training contract and must be met before I will certify the trainee to examination.

As a Clinical trainer (Bader), I have very specific stipulations that I build into any Clinical training contract. My own requirements include a broader variety of experience than that which is stipulated in a basic ITAA contract. Trainees who choose to work with me know that I will not certify them for exam until these clearly are met. I require trainees to have experience in a number of different clinical settings including some experience with an inpatient population. I also require the trainee to have training in psychopathology and diagnostics. Lastly, I stipulate with each trainee that they must also get some training from other TA trainers who have different skills than I do. All of this is built into the initial contract and each contract is worked out individually based on the previous background of the trainee.

As a Special Fields PTM (Underhill) and as a Clinical TM (Bader), we have knowledge, skill and experience which are separate and distinct from each other and are in no way inferior. We (Bader/Underhill) invite you to attend some of the Special Fields workshops at the major conferences to experience for yourself the potency and distinctions of this type of certified membership.

Thank you for giving us the opportunity to respond to your concerns.

Ellyn Bader
Dick Underhill

What Happened in Logo Contest?

To the Editor:

.... I notice that the June '78 *Script* has a seductive offer on the front page. How nice it would be to win $100 and for the participants to get lots of strokes and fuzzies! Indeed, to execute camera-ready design(s) for the Summer Conference 1979 logo is a labor well worth applause.

What happened? A contest implies that somebody wins. The experts may choose not to use the best design submitted, but there is still a winner. The designs were not displayed at the Conference as advertised, and I understand that there was no declared winner. I think that persons who care enough to submit design(s) deserve to be recognized anyway.

The way the "contest" was handled invites misunderstanding and unpleasant feelings. I suggest that a way be found to acknowledge these people.

Sincerely,
Margery Friedlander

Editor's Note: please see Logo Contest Note on page 7.

The "Procedures for Handling Ethics Charges Within the ITAA" are available upon request from the ITAA office.

Calendar

January 4-7, 1979 Winter Congress, San Diego, California
August 9-12, 1979 ITAA Summer Conference, Snowmass, Colorado

Exam	Exam Date	Location	Application Deadline
CM and SFM Oral Exams	November 5, 1978 November 12, 1978 November 17, 1978 December 1, 1978 January 7, 1979 January 15, 1979 March 21, 1979 April 6, 1979 July 1, 1979	London, England Sao Paulo, Brazil Wellington, New Zealand Melbourne, Australia San Diego, California Bangalore, India (tentative) Atlanta, Georgia Birmingham, England France	July 28, 1978 August 15, 1978 August 21, 1978 September 4, 1978 October 27, 1978 October 18, 1978 December 1, 1978 January 5, 1979 April 2, 1979
TM Exams	January 3, 1979	San Diego, California	October 6, 1978
PTM Contract Workshops	October 29-31, 1978 January 7-10, 1978	Indianapolis, Indiana San Diego, California	August 1, 1978 October 10, 1978 ($50 deposit due)
Written Exams	March 30 or 31, 1979 September 28 or 29, 1979	To Be Announced	January 2 or 3, 1979 July 3 or 4, 1979

All fees are due on or before the deadline for applying for an exam. 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. Fees: $75 written exam, $100 oral exam, $25 all filing fees.

Training Notes

Reminder for PTM and TM Sponsors — in order for a sponsor to receive credit for a pass or defer of a candidate, they must have done the major part of the trainee's supervision for at least the six months prior to the trainee's oral exam.

Certified Member Written Exams — at the August meeting of the Training Standards Committee, it was decided that the schedule for the written exam will be changed from January and June to March and September, due to the difficulties people have experienced in getting to the testing sites in January. The locations of test sites will be assigned according to the number of candidates applying from the various regions across the US and Canada. The exam will be given on either a Friday or Saturday date to allow more flexibility.

Notice for Trainees of PTMs who Return to CM or SFM Status — if your sponsor has dropped his/her PTM and has returned to CM or SFM status you must complete a Change of Sponsor form with another PTM or TM, even if you have completed all contractual requirements, as soon as possible. Please contact the Credentials Department at ITAA headquarters for these forms and more information.

Examiner's Training — examiner's training will be held prior to exams rather than during the conference.

Training and Exams

Clinical Teaching Member — July 2, 1978
Rudiger Rogoll, MD, Markdorf, Germany
CTMs Granted SFTM Status
Graham Barnes, MA, Chapel Hill, North Carolina
Mary Boulton, PhD, New York, New York
Theodore Novey, PhD, Downers Grove, Illinois
Denton Roberts, BD, Los Angeles, California
Certified Members - May 26, July 2 and August 16, 1978
David Baskin, MA, New York, New York (SFM)
Annika Bjorck, Malmo, Sweden (CM)
Drs. Marten Bolton, Hoogerheide, Holland (CM)
Marilyn Brennan, LPN, Green Bay, Wisconsin (CM)
Kerry Callaghan, MB, Hove, South Australia (CM)
Jeanne Doolittle, MA, Park Ridge, Illinois (CM)
Steffen Erckens, Dipl. Pol. Berlin, W. Germany (CM)
Geroge Flink, ACSW, Bangor, Maine (CM)
M. Louise Goodman, MA, La Jolla, California (CM)
Phillis Green, BASW, Union Lake, Michigan (CM)
Jette Koch, Copenhagen, Denmark (CM)
Luc Lacroiz, MSW, Ottawa, Ontario, Canada (CM)
Gordon Law, MEd, Birmingham, England (CM)

continued on page 7

Hello Sigmund, This Is Eric:
Psychoanalysis and T.A. in Dialogue
by Louis H. Forman, M.D., and Janelle Smith Ramsburg, R.N., M.S.W.



Foreword by Muriel James

When Sigmund Freud began his pioneering work in the late nineteenth century, disorders of human behavior and personality were considered organic and specialists in the field concentrated on the physiology of the central nervous system. Freud, trained as a neurologist, focused his attention on people as individuals and developed his now historic theory of the influence of the unconscious on the personality.

Through the years Freud's theory has been subjected to considerable modification and revision, but not until the introduction of Transactional Analysis by Eric Berne in the 1950s has Freud's fundamental psychiatric approach to human behavior been seriously challenged. While Freudian theory is not discarded outright, it is integrated into a theory in which behavior is explained. Much like Freudian theory in its day, Transactional Analysis has been scorned by many as simplistic and unscientific. Yet Transactional Analysis has proved highly effective in dealing with problems once handled only by the lengthy and costly process of psychoanalysis.

This book provides an enlightening overview of the two seminal movements in modern psychiatry for both laymen and specialists in the field, bringing into focus both points of comparison and areas of divergence. For TA therapists, the book offers a special bonus in the form of clinical descriptions and definitions of emotional disorders based on the Diagnostic Statistical Manual of the American Psychiatric Association.

ISBN: 0-8362-0754-8 (cloth); 0-8362-5202-0 (paper) Price: $12.95 (cloth) $5.95 (paper) 6x9; 320 pages

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Committee Reports

Note: Committee reports to the Board are not private (except from the Ethics Committee) and are available to the membership.

Public and Professional Information Committee

Co-chairpersons: Les Kadis
Paul Edwards

By now most of you have heard that the liaison committee on continuing medical education will survey ITAA at a workshop in Shreveport co-sponsored by Paul Ware. I would like to respond to the questions some people have raised about the implications of this accreditation for the ITAA.

First, the continuing medical education program is simply a model for other programs. Continuing education accreditation is here to stay and all disciplines or state licenses will soon require it if they don't already. Since medicine most quickly developed its programs, we the Public and Professional Information Committee, decided to pursue continuing medical education programs and use these as a model. For example, we are exploring the implications of continuing education for nurses, psychologists, social workers and marriage and family counselors. We are open to exploring continuing education for any other discipline that feels it is important.

The second part of my response has to do with how we conceptualize the operation of continuing education programs. If a workshop leader, physician or non-physician, wants her program accredited for continuing education and feels that it is appropriate for continuing education for physicians, she would submit an application for accreditation to the continuing medical education subcommittee. The application would require a brief statement of purpose, educational objectives, methods for achieving these objectives, costs and a statement of how she will evaluate the effectiveness of the program. The leader would also need to provide a reading list where appropriate and a set of self-assessment questions. As you can see, these requirements are similar to those for presentation at our Summer Conference.

If the committee accepts the application, the ITAA will co-sponsor the workshop and the presenter can advertise that continuing medical education credits are available on an hour-for-hour basis. Obviously, if the committee does not accept the proposal the leader can do the workshop on her own without offering continuing medical education credits.

One of the requirements for continuing education is that the organization have some way of evaluating whether or not the workshop itself has accomplished its intended purpose. The committee has not decided how to handle this requirement yet, but is considering several alternatives. Obviously, record keeping costs money. We figure that administration of the CME program will add between $5 to $10 per participant to the cost of a workshop. It is not clear at this point whether this cost will be charged to the participants separately or to the workshop leader.

This is an exciting program and we're eager to get it off the ground. We should know by January at the San Diego meeting whether or not our proposal has been accepted. Meanwhile, your ideas are valued. Please write and let us know what you're thinking about ITAA's role in continuing education.

Logo Contest

Thanks to **Judith Brooks** of New York, **Robert Yourell** of Colorado, **Carl Clark** of Ontario, Canada, **Debbie Broussard** of California, and **Pegi Ballenger** of Texas, for their creative ideas for the logo design for next summer's conference. Each of these people submitted at least one design after the contest was announced in the June *Script*. In Montreal the Program Committee carefully considered each design and decided that none of them were what they wanted to use to convey the theme "Networks, Families and Systems." Since no design was selected at the time, they were not displayed at the conference. The Program Committee is still looking for a logo and will award the $100 to the person whose design is accepted.

Again, thanks to each of the people who put creative time, energy and thought into the contest.

The Program Committee

Grievance Committee

Chairperson: Vann Joines

The purpose of the Grievance Committee, as stated in the charge from the Board of Trustees, is to receive complaints from all members, to act to resolve problems between members, and to report our actions to the Board of Trustees. We see our functioning as analogous to a "positive internal influencing Parent" for the organization in order to provide protection for ourselves and our clients and to maintain credibility with the general public, especially other professional organizations.

The specific ways we serve the membership are as follows:

1. Establish and define policy regarding grievances.
2. Provide information to our members on our standards for professionalism and what constitutes a grievance.
3. Keep members informed about the procedure for initiating a grievance, including determining whether a particular concern constitutes a grievance.
4. (a) Act as a clearing house for channeling complaints from members to the proper committee for action.
   (b) Work with other committees, as appropriate, in resolving complaints.
5. Have committee members serve as regional consultants to hear complaints, gather information, offer consultation and act to resolve problems at the regional level.
6. Act as a preliminary body to the ethics committee to resolve issues regarding oversight and lack of information before they become ethical issues.
7. Act as mediators in any disputes between members in the organization.
8. Keep the Board of Trustees informed of our actions.
9. Act with discretion in relation to the confidentiality of all parties concerned in any grievance procedures.

We would also like to have feedback from you, especially those of you outside the U.S., concerning any additional ideas you have for how we could better serve you.

The procedure we have established for handling complaints from members is as follows:

1. The concerned individual writes or calls the regional representative to determine if their concern constitutes a grievance.
2. When a grievance is indicated, the representative asks the individual if they wish to handle the grievance themself.
3. If assistance is requested, the regional representative investigates by obtaining information from both parties.
4. After obtaining evidence of a grievance, the representative requests that the offending person cease the behavior constituting the grievance.
5. If the grievance is a dispute between members, the representative invites both parties to meet with him/her to resolve the differences.
6. If the grievance is resolved, the representative shares the action at the next committee meeting.
7. If the grievance is not resolved at the local level, then the representative brings the grievance before the committee or in the case of a dispute, invites the parties to appear before the committee to resolve the differences.
8. The committee follows the same procedures as above in seeking to resolve the grievances.
9. If the offending party or parties are not willing to cease the offending behavior the matter is referred to the ethics committee.
10. The committee reports its actions to the Board of Trustees.

The regional representatives for the Grievance Committee and the geographic areas for which they are responsible are listed below:

Chairperson: Vann Joines, Southeast Institute, PO Box 2183, Chapel Hill, NC 27514. (919) 929-1171.

Southwest: Joseph Cassius, 815 Mt. Moriah Rd., Memphis, TN 38117. (901) 685-5491.

California: Kay Martin, 1700 Willow Rd., #301, Palo Alto, CA 94304. (415) 327-1159.

Northwest: Doris Haykin, 9304 Mercerwood Dr., Mercer Island, WA 98040. (206) 232-1479.

Midwest: Harry Corsover, 604 N. Randolph, Champaign, IL 61820. (217) 356-5609.

Laura Cowles, 5838 Morningbird Lane, Columbia, MD 21045. (301) 997-2877.

Northeast: Elizabeth Dunn, Main Street, Clifton Park, NY 12065. (518) 877-5297.

Margery Friedlander, 19 Rose Lane, Chappaqua, NY 10514. (914) 238-9053.

Southeast: Joyce Murray, 1433 Whitfield Park Circle, Savannah, GA 95065. (912) 354-8655.

Katrina Seipp, 300 Eastowne Dr., Chapel Hill, NC 27514. (919) 929-3157.

We hope this information will assist you in initiating and resolving complaints you have as members of ITAA. We will provide further information in subsequent issues of the *Script* concerning specific policies which may serve as guidelines to promote professionalism within our organization.

Training and Exams (cont.)

Bruce Loria, MSW, Ft. Dix, New Jersey (CM)
Lucretia Mallory, MSSW, Franklin, Wisconsin (CM)
Michael Matze, MA, San Carlos, California (CM)
Arthur Oblas, MS, Marcellus, New York (CM)
Carold Poulin, MA, Marsannay-La-Cote, France (CM)
Sharon Prenzlow, MA, Orange, California
Konstanz Robertson-Rose, BA, Geneve, Switzerland (CM)
Maria Teresa Romanini, MD, Roma, Italy (CM)
Christine Ross, Berlin, W. Germany (CM)
Dianna Russell, MS, Alameda, California (CM)
Leonard Snyder, MEd, Cherry Hill, New Hampshire (CM)
Delores Jean Wood, Ann Arbor, Michigan (CM)

Clinical Members — September 1, 1978

Graham Andrewartha, BA, Adelaide, South Australia
Joy Robinson, MBBS, Perth, West Australia
Margaret White, BA, Dipl Ed, Perth, West Australia

Special Fields Members — May 17, 1978

Jean Andersen, BA, Richmond, Virginia
Harpal Chawla, MS, BT, Richmond, Virginia

Clinical Members with New Teaching Member Contracts

Edward Andrewson, MA, Phoenix, Arizona
Mary Thelma Brainard, MA, Albuquerque, New Mexico
Stephanie Griffin, MEd, San Francisco, California
Elidio Hernandes, MD, Sao Paulo, Brazil
Esther Rubin, MSW, Manchester, Connecticut
Nelson Villoria, MA, Caracas, Venezuela

PTMs Returning to CM Status

Barbara Best, Cincinnati, Ohio
Sue Sims Bender, MSW, Stamford, Connecticut
O.J. Coogler, JD, Winston-Salem, North Carolina
Thomas Theobald, MD, Streator, Illinois

snowmass

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- Early registration will be a **MUST**
- Watch for the March *Script* for complete information about Snowmass.

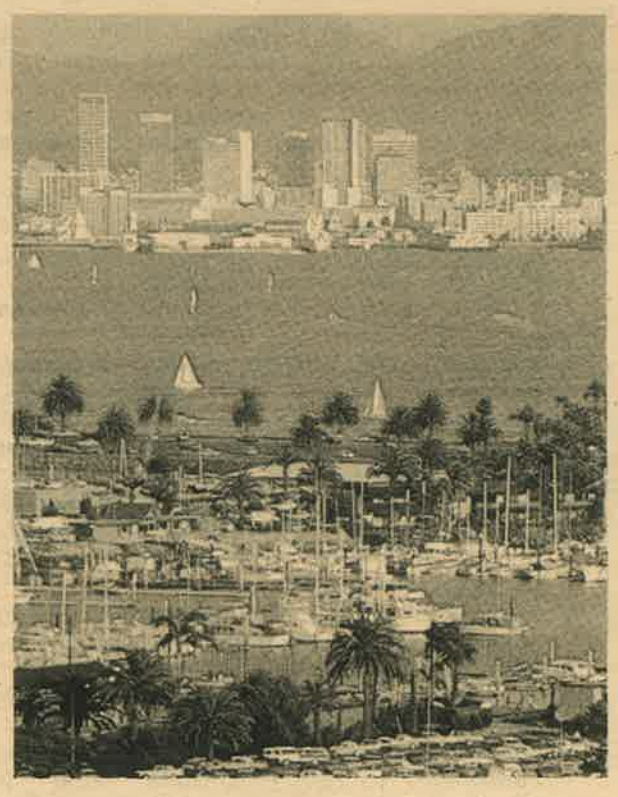
Summer Conference
August 5-12, 1979

1979 ITAA Winter Congress

January 4-7, 1979 San Diego, California

A philosophy for Summer Conference and Winter Congress has evolved. Our Summer Conference faces outward toward the world, broadcasting who we are. Winter Congress will focus inward on our personal growth in theory and treatment methods and on our organizational needs.

A Committee with a wide base has been established to see that we will have both a stimulating environment and a creative program at the Winter Congress. The Committee has put a lot of thought into how to present a program that encourages personal creativity. In planning the schedule, we took into account the needs and pressures of varied groups and activities: there will be official meetings of the Board, committees, certification exams as well as quiet times of personal renewal and for creative encounters with theory. This year we will also add an in-depth program to clarify personal values and organizational goals. Exciting new theory and methods have been created in Organizational Development and the Special Fields members on the Committee will provide a period of reflection which will be particularly interesting to us Clinical Members as we explore self in relation to our organization.



In theory, we chose to emphasize two areas: TA and Other Modalities and Advances in TA Theory and Treatment. Using a variety of leaders, we will have workshops that explore the interface between TA and other theories such as neuro-linguistic programming and body therapies like bioenergetics, psychodrama and psychic massage. We also want to seriously question TA theory. Did you know that there is a quiet but strong group of members who do not believe ego states exist? You will have a chance to hear their challenge. Likewise, there are persons who believe contracts limit autonomy and others who feel that, in terms of emotions, you are not well until you start feeling guilty. These, and many other provocative issues, will be discussed in San Diego.

The following schedule will give you an idea of what is in store for you at the Winter Congress. The schedule is comprehensive, merging organizational issues, personal issues, theory, and renewal of the spirit. Plan to come early, stay late and allow yourself to become immersed in all aspects of your organization.

Jon Wagner, Winter Congress Chairperson
Matti Gershenfeld — Richard Underhill
Herb Hamsher — Ken Wallgren
Sandra Landsman — Sue Hutchins

Schedule

Tuesday, January 2	
7:00 pm	TM Examiners Meeting
Wednesday, January 3	
9:00 am - 5:00 pm	TM Exams
3:00 pm - 8:00 pm	Registration and Hospitality area open and other days 8 am - 6 pm
8:00 pm - 10:30 pm	Values Workshop on Committee Functions - General Membership welcome
Thursday, January 4	
8:00 am - 1:00 pm	Committee meetings - open to general membership Time to explore San Diego, zoo, Sea World, parks, museums, etc.
2:00 pm - 2:30 pm	General Session: Welcome to San Diego from conference hosts, Betty and Hedges Capers
2:30 pm - 5:30 pm	Personal Values Workshop: An opportunity to explore personal values as they relate to organizational participation
6:00 pm - 7:30 pm	General Session: Address, "ITAA AND THE NATIONAL MENTAL HEALTH SCENE." Allan Blegle, RM, President's Commission on Mental Health.
8:00 pm - ?	Buffet dinner with cash bar: time to renew friendships meet new people, discuss the days events
Friday, January 5	
8:00 am - noon	Board of Trustees meeting
9:00 am - noon	General Sessions: Workshop, "HOW DO YOU KEEP THE DUPLEX TRANSACTIONS WHEN YOU MAKE THE COVERT OVERT." A workshop dealing with sex, money, power and prestige in the ITAA and ourselves.
lunch	Buy a bag lunch and join the picnic on the marina
1:30 pm - 3:30 pm	Business meeting — The State of the Organization
3:30 pm - 5:30 pm	General Session: Workshop, "LIFE SCRIPT ISSUES IN ITAA." A workshop to explore how we conduct our business and what we want to do about it.
evening	No host dinner parties
Saturday, January 6	
8:00 am - noon	Board of Trustees meeting
9:00 am - noon	6 to 8 Theory Sessions, Workshops on the advances in TA theory and TA and other modalities. An opportunity to explore in depth theory and its implications.
lunch	A chance to plan your own interesting trip for lunch: perhaps Old Town, Balboa Park or . . .
2:30 pm - 5:30 pm	More workshops on TA and other modalities as well as advances in TA theory
dinner	On your own!! But be sure to come back for the 9 pm party.
9:00 pm - 1:00 am	A Real TA Disco Dance Party . . . with some quiet social areas too.
Sunday, January 7	
8:00 am - 1:00 pm	Board of Trustees meeting
8:00 am -	Examiners Meeting
9:00 am -	Candidates meeting
9:30 am -	SFM/CM Exams
9:30 am - 11:00 am	Endarkenment Lab; "THE MYSTERIES AND LIFE OF TA PEOPLE REVEALED AND REVELED"
11:00 am	Buffet brunch $7.50

ITAA Winter Congress

Registration Form

Please return to ITAA 1772 Vallejo St. San Francisco CA 94123

Please print:

NAME_____

ADDRESS_____CITY_____

STATE_____ZIP_____PHONE_____

ITAA MEMBERSHIP CATEGORY (please check one) _____voting member
_____non-voting member

_____Full Registration $35.00 (includes all programs and parties)
_____Thursday/Friday only $20.00 (includes all programs those days and Thursday night party)
_____Saturday/Sunday only $20.00 (includes programs those days and Saturday night disco party)
_____Sunday Buffet Brunch $7.50 (minimum of 50 persons)

Amount paid_____

Islandia Hyatt House

1441 Quivira Road
San Diego, CA 92109

Reservation Form

International Transactional Analysis Association
Winter Congress — January 4-7, 1979

NAME_____
HOME
ADDRESS_____

CITY_____STATE_____ZIP_____

ARRIVAL_____DEPARTURE_____

Accommodation Desired

_____Single $37.00
_____Double $45.00 (2 persons) King or Queen/Queen
_____1 Bedroom Suite $95.00
Additional person $8.00

Please note: Reservations must be received 21 days prior to arrival accompanied by a first night's deposit to hold your reservation. Check-in prior to 4pm is subject to availability.