THE SCRIPT®
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Summer Conference in Montreal



The two people most responsible for the fine conference - Ed Gurowitz, Program Chairperson and Marianne Fraticelli, Conference Coordinator

Let me tell you . . . about arriving in the steamy heat of Montreal to the welcome of signs everywhere in French and English - ITAA's first truly international conference, outside of San Francisco, outside of the United States - Eric Berne's birthplace and college days at McGill - our renaissance against the backdrop of his roots . . . Eric's presence so strongly felt during the opening session key-note panel - memories and stories of warmth, humanity and melancholy . . . about the CATA party following the panel - incredible - our French-Canadian members leading everyone in a rousing rendition of Allouette - the way it should be done . . . TM, CM, and SFM exams - lots of tension and then smiles and relief to have it over . . . Committees meeting to hammer out new ideas and directions for the ITAA - the Long Range Committee struggling over words to express ITAA's purposes and humanism - the Public and Professional Information Committee talking about how to reach out to the larger professional community . . . the traditional 101 plus a new twist - a 101 in French . . . visiting Jack Dusay's Institute and having everyone turn around so that they could be in the picture too - what fun! . . . the never-empty lines at the ticket counter . . . about the over 100 children that came to be part of the conference too - many more than expected and gladness to find rooms at McGill and The Windsor Hotel to accomodate the expanded youth program . . . elevators that didn't work, or that worked ever so slowly - cramming in "just one more" until we all felt like we were sharing our own private sauna . . . about the staff who worked so hard - about learning to "take care of yourself" when everyone wants something from you . . . open-air bus tour of Montreal which led this die-hard San Franciscan to admit that maybe there was another city to challenge the Bay Area for loveliness - halting at a stop light and having a portly Montreal laborer show off his profile, flex his muscles and proudly exclaim for all us tourists, "Je suis un homme typique de Montreal!" . . . about the heat wave we had that set records for Montreal - and the hotel manager saying, "We never had a group that drank so much water!" . . . special guest speakers from all over - Beigel reporting on the President's Commission on Mental Health - Werner Erhard sharing how est relates to therapy and Herb saying that things for the workshop were so well organized that he felt like he was at an est-produced event - Jim Prescott, last year's keynoter, this year a member with some surprises from his survey about the sex-lives of ITAA members . . . Alan Jacobs presenting the second installment of his paper on the organization and having mixed feelings about leaving the Board now that his term is up . . . about the Presidential wine and cheese party where people danced in the non-air-conditioned room until holding onto a dripping partner became a real challenge and where water became more popular than wine . . . about the first business meeting where the most important issue became whether to have a second one . . . and about the second one where the pain and tension of the ethics investigation led some "quiet men" to stand up and be heard - where the Board demonstrated deep commitment and solidarity in the face of growing frustration on the part of the membership - about the struggle to appreciate each other even while differing . . . about standing ovations for Ruth McClendon and Bob Andersen . . . about admiration often expressed for how Shea Schiff handled himself during the long week along with deep empathy for his position in the drama . . . of airport customs and different money and a slower pace of life where now meant any time in the next half hour . . . about Ruth McClendon holding an open forum to answer members' questions about the ethics situation . . . about Fanita speaking out when a bad joke became bad taste . . . about key-note speaker Phillip Slater talking about ego mafia and striking so close to home that there was unease and restlessness in the room - of his feelingness and vulnerability in personifying the struggle he was discussing - and how many heard and appreciated what he brought to the conference . . . about evening rain storms which left everyone stranded together under the awning and yet smiling to the feel of the coolness in the air . . . It was quite a time alright. Wish you could have been there to experience it all for yourself. Won't you come and be with us next year . . . in Snowmass?

Robin Fryer



Honorary Conference Chairperson Joe Concannon



Jacqui Schiff at her Institute



Gisèle Richardson



George McClendon



Ruth McClendon presenting gift to former president Holloway



Translator working in sound-proof booth



Allouette demonstrated at Welcome Party



Jim Prescott talking with Joanne Moses

Report to the Membership:

Ethics Investigation Process and Procedures

Since returning from Montreal, I have spent considerable time and energy in debating how I would present to you the information regarding the ethics concerns. I have personally found it very difficult to weigh each word I am saying and in turn to wonder what might arise from my saying things this or that way. I am aware of how important it is to the organization that an accurate and comprehensive picture be presented. Thus, I have decided that the following would give you information regarding the procedures and the processes which have occurred so far in this case. Again, I am not able to disclose any of the content of the charges. As I mentioned in the July *Script,* Ethics concerns are confidential. As a professionally responsible organization it is necessary to continue to keep this confidentiality related to the content.

Before getting directly into those procedures, I believe that three pieces of information are important for you to have.

First, I would like you to know that the way in which ITAA has been handling the ethics concerns is clearly in accordance with the procedures and processes of other professional organizations. Particularly, I am familiar with the American Psychiatric Association and also the American Group Psychotherapy Association. ITAA has done a good job and has been responsible in our way of operating.

Second, I want you to know that the members of the Ethics Committee have been serving on this Committee prior to the advent of the case with Jacqui Schiff and are representative of the organization as a whole. The Chairperson of the Committee was chosen specifically because of his favorable relationship (in the view of the Committee members themselves and particularly in the view of the permanent chairperson of the Committee) with Jacqui Schiff. The members of the Ethics Committee are Martin D. Haykin, MD, CTM; Harry S. Boyd, PhD, CTM; Marian S. Weisberg, MSW, CTM; Wilfred B. Bozeman, MD, CTM; Elizabeth A. Schachtner, Dipl Psych, PTM; Robert L. Morriss, MDiv, PTM; David A. Steere, PhD, CT,; Barry Hirsch, JD, MA, CM.

Third, I want to answer the question of several persons who have been concerned about how the organization has been able to proceed without an approved code of ethical principles. In 1975 the organization decided to proceed on a case-by-case basis and, in accordance with the general ethical principles as prescribed by and for persons of particular professional backgrounds. This means that in the case of someone with a social work degree, we refer particularly to the code of ethics for social workers. Regarding the formation of a code of ethics for ITAA, it has been important that this code come from the membership at large and that it be constructed in a thoughtful and careful way. Particularly this was important because of the international nature of our organization and the need to be responsive to our varied membership. Thus, the compiling of a specific code of ethics has been in process for many years. At the Montreal meeting the Board of Trustees did approve the proposed ethical principles for the ITAA and the specific guidelines for evaluating the ethical behavior of members of the ITAA. These principles are published below.

Now back to the specific procedures which have been followed in the case of Jacqui Schiff. As I mentioned in the July *Script,* this case began in May of 1977 when charges were filed by someone from outside the organization. These charges were appropriately filed with the Ethics Committee which in turn proceeded (as they are charged in the by-laws of our organization to do) to review and then investigate the charges. The Committee spent many months on this investigation, during which time they considered information that was part of the ITAA files; they sought out other information to substantiate or refute the charges; and they took testimony from Jacqui Schiff herself. At the close of this investigative process the Committee (again according to our by-laws) arrived at a finding. Finally, the Committee in April of 1978 made the recommendations for action which they thought were necessary and appropriate for the findings.

According to the procedures for handling ethics charges within the ITAA (adopted by the Board of Trustees in August of 1976) the work of the Ethics Committee is not subject to review except on appeal to the Executive Committee or the Board of Trustees of the organization. Also, in cases where suspension or expulsion is decided upon by the Ethics Committee, this must be approved by the Board of Trustees. In this case, an appeal was filed by Jacqui Schiff in April 1978. In response to this the Board of Trustees prepared to hear the appeal at the August 1978 meeting to be held in Montreal.

In their deliberations at the Montreal meeting the Board of Trustees first reviewed their own duties and responsibilities in hearing the appeal. Following this consideration the Board moved into a complete review of the procedures and processes of the Ethics Committee and the Ad Hoc Committee which was established in January of 1978. The Ad Hoc Committee (as you will remember from the letter in the July *Script*) was originally established at Jacqui Schiff's request because of her concern about some of the Ethics Committee members and how the Committee itself was operating. In order to facilitate this review, the Board of Trustees turned themselves into a Committee of the Whole. As a Committee of the Whole, members then worked for many hours and included as part of their investigation information taken directly from Jacqui Schiff. At the conclusion of this investigative process the Board of Trustees found "the procedures and processes of the Ethics



Ruth McClendon answering members' questions at Open Forum in Montreal

Committee, the Ad Hoc Committee and the Committee of the Whole to be satisfactory in the matters of the charges against Jacqui Schiff." This means that the Board decided that the Ethics Committee had acted properly and that they could go ahead and accept the report of the Committee, thus moving ahead to hear the appeal.

In addition, the Board took a position "that the action on August 19, 1978 of receiving and accepting with approval the report of the Committee of the Whole of the Board of Trustees did not preclude the privilege of any person to pursue action against any member in instances where the person believes there to be evidence which would support charges of unethical or unprofessional conduct of a member."

Following the above action and at the request of Jacqui Schiff, the Board of Trustees moved into hearing the appeal. It was decided by Jacqui Schiff and the Board that the appeal be continued until a later time. Thus, the Board of Trustees will hold a special meeting in San Francisco on November 27 and 28, 1978. The purpose of this meeting will be to finish hearing the appeal of Ms. Schiff and to rule on the entire matter. At that time the Board will make its final decision and carry out any action appropriate to this decision.

The organization and the individuals involved with this ethics issue have taken great care to insure that the processes and procedures in this case have been just and fair. At this point I feel confident that the Ethics Committee and the Board of Trustees have done everything possible to insure protection to everyone involved.

At the Montreal meeting, the Board and officers heard from those members present support for many of the things which Jacqui has done and for many of her theoretical and practical contributions. That membership input was valuable and will continue to be important in the upcoming deliberations.

It is important to understand that the contributions of Jacqui Schiff are not being attacked but that certain acts are currently being investigated as to their possible unethicality. The Board of Trustees is obliged to separate from their deliberations the contributions of Jacqui Schiff and Cathexis Institute, considering the specific acts which are in question as matters totally separate from the theory and practices. I am aware of the difficult position which you, the membership, are in as the organization is not able to inform you as to the specific content of the ethics charges. Furthermore, I am aware that it is impossible to formulate an informed opinion when you cannot be informed as to the facts.

I am proud of the way the organization and its members have been handling this critical affair. Contrary to some expressed opinions, I believe that we are doing a fair, just and ethical job in taking care of our own internal affairs. Thank you.

Ruth McClendon, President

Ethical Principles of the ITAA

Recognizing that the ethical beliefs held by individuals vary widely, the International Transactional Analysis Association encourages its members to use the following ethical standards as a basis from which to develop their own ethical system. A basic element in these principles is that in their violation lies a greater likelihood of harm to the client. The principles stated provide a minimum standard for the protection of the public, the organization, and its members. Members of the ITAA are encouraged to share their ethical position with their clients.

The premises on which these principles are based include the following:

1. A basic respect for the dignity of all humanity, specifically that all human beings are of equal worth, regardless of physiological, psychological, sociological or economic status.
2. That each individual has the right, the responsibility, and the potential capacity to make decisions to take charge of his or her own life, and to function autonomously.
3. That, consistent with his or her readiness to function autonomously, each individual is seen as being in charge of his or her own growth.
4. That in all professional activities a member of the ITAA should strive to maximize awareness of and functioning from a position of dignity, autonomy, and personal responsibility.
5. That it is the primary protective responsibility of a member of the ITAA to act in such a way as to cause no harm either to the client or to society as a whole.
6. That members of the ITAA assume responsibility for providing protection commensurate with the permissions extended in the contractual situation for the clients with whom they work.

Principles to be considered in the formation of a member of the ITAA's ethical system include the following:

1. We recognize that individuals do not always experience their full potential to function autonomously. Therefore a dependent relationship may be formed with the professional member of the ITAA. The professional member of the ITAA accepts responsibility for handling this dependency in a way as to bring no harm to the client.
2. The ethical practice of Transactional Analysis involves entering into a voluntary contractual relationship which the member of the ITAA and the client should have competence and intent to fulfill.
3. In establishing a professional relationship, a member of the ITAA assumes responsibility for providing a suitable environment, including such things as specifying the nature of confidentiality observed, providing for physical safety appropriate to the form of activity involved, and obtaining informed consent for high risk procedures.
4. A member of the ITAA will not enter into or maintain a professional contract where he or she has reason to believe his or her other activities or relationships might jeopardize the professional contract without openly working through the issues involved.

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Calendar

January 4-7, 1978 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	October 5, 1978 October 12, 1978 October 25, 1978 November 1, 1978 November 5, 1978 November 12, 1978 November 17, 1978 December 1, 1978 January 7, 1979 January 15, 1979 April 8, 1979	Houston, Texas Vancouver, Canada Europe (tentative) Indianapolis, Indiana London, England Sao Paulo, Brazil Wellington, New Zealand Melbourne, Australia San Diego, California Bangalore, India (tentative) Birmingham, England	July 24, 1978 July 14, 1978 July 27, 1978 August 4, 1978 July 28, 1978 August 15, 1978 August 21, 1978 September 4, 1978 October 27, 1978 October 18, 1978 January 5, 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)

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.

5. A member of the ITAA will attempt to familiarize him/herself with the expectations that a client brings to a contract or which arises from their work together, and carefully works through any discrepancies between the client's expectations and the Transactional Analyst's contract position.

6. The professional relationship between a member of the ITAA and client is defined by the contract, and that professional relationship ends with the termination of the contract. However, certain professional responsibilities continue beyond the termination of the contract. They include but are not limited to the following: (a) maintenance of agreed-upon confidentiality; (b) avoidance of any exploitation of the former relationship; (c) provision for any needed follow-up care.

7. In a professional relationship consultation will be afforded without prejudice in any instance where it is requested by the client.

8. If a member of the ITAA becomes aware that his/her personal conflicts or medical problems might interfere with her/his ability to carry out a contractual relationship she/he must either terminate the contract in a professionally responsible manner, or insure that the client has the full information needed to make a decision about remaining in the contractual relationship.

9. A member of the ITAA has a responsibility to his/her client to reveal relevant information that might have a direct bearing on the course of their contractual relationship.

10. A member of the ITAA may ethically make available to the public factual data concerning opportunities for training, personal growth, or clinical services, including such data as times available, methods used, fee scale, and an unembellished statement of the member's credentials. A Transactional Analyst will not compare her/himself qualitatively with colleagues, or in any way misrepresent her/himself or her/his work to the public.

Positions Available

1. Counsellor - 2 positions
2. Doctoral Degrees in Counselling, Clinical or Educational Psychology
3. Duties include individual, group counselling; teaching remedial study skills, career planning, other academic concerns; administration, interpretation of psychological tests; supervision of graduate student interns; research, evaluation; program development, consulting activities between Counselling office and other segments of University community; in-service activities in Counselling office. One position includes developing programs related to Women's issues.
4. Salary negotiable
5. Duties commence immediately for one position; on July 1, 1979 for the other.
6. Apply to Dr. D. Sydiaha, Director and Professor of Psychology, Student Counselling Office, University of Saskatchewan, Saskatoon, Sask., S7N 0W0.

1979 Winter Congress

Historically the Winter Congress has been a time when the "in" crowd gets together to play and work with the emphasis on creativity in a grown-ups playground. Now the welcome mat has been extended to all members and this year's setting in San Diego promises ample resources for fun and growth.

Summer Conference is the outer face that ITAA presents to the world. Winter Congress, on the other hand, is an opportunity to look inward, to explore ourselves in terms of our theory and our organization. This year there will be a strong focus on the latter. Before the actual Congress begins, the Board and the Committees will start a process of growth around organizational issues. Committee meetings will be open and will provide an excellent opportunity to observe and sharpen skills in organizational development. With the help of Special Fields members, part of the general program will be devoted to examining organizational goals and purposes.

The Congress will officially open on Thursday afternoon with greetings from our special Host and Hostess Hedges and Betty Capers. An organizational development workshop on ITAA values with special guest leadership will follow, and in the evening there will be a typical TA dance (fantastic!) with some surprises thrown in.

On Friday and Saturday the OD workshop for the general membership will continue. One section will focus on issues that separate us such as money, competition and status. Another will be on the ITAA script and will give each of us an opportunity to think about how we view the script of our organization. In addition, we will hear how various "schools" would diagnose the ITAA and, finally, there will be a section on the treatment of organizations.

Sue Hutchins has taken responsibility for planning play events to go along with all this important work. She already has enough ideas for dinner parties, trips (Mexico is just a few miles away), dances and picnics to keep us busy for two years!

Sunday brunch will bring the week to a close — a week that will influence the direction of the ITAA for years to come. The aim of the Congress is two-fold: to increase personal contact between members in a creative, fun way so that everyone feels heard and to clarify goals, values and methods to achieve them within the context of our culture.

We hope this brief run-down has excited your interest. This is going to be a very important Winter Congress and one loaded with fun as well. Make sure to get your reservations in to the Islandia Hyatt House, 1441 Quivira Rd., San Diego, CA 92109. (714) 224-3541. Hope to see you all there, January 2-7, 1979!

John Wagner, Winter Congress Chairperson
Matti Gershenfeld, Herb Hamsher, Sue Hutchins, Sandy Landsman, Dick Underhill, Ken Wallgren

Training Notes

CM and SFM oral exams for 1979 will only be held in San Diego, CA, Atlanta, GA and Snowmass, CO due to the difficulty of getting enough experienced examiners. Examiner Training Workshops will be held prior to the examinations at conferences.

If a sponsor does not reply to the Credentials Department within 90 days after being notified by a trainee that he wishes to change sponsors, the change of sponsors will automatically take place for the trainee.

All materials required for a PTM extension (annual reports, request for extension, etc.) must be received by the contract expiration date. Otherwise, the PTM will be required to attend a PTM Contract Workshop.

CM and SFM trainees wishing to observe the oral examination process are invited to attend the Examiners Training Workshop since the Training Standards Committee vetoed having observers in the actual exams.

Call for Examiners: if you would like to participate as an examiner for the TM, CM or SFM oral exams to be held in Jan., 1979 in San Diego, CA, please contact Marge Reddington tentatively by Nov. 15 and definitely by Dec. 22 at 6210 North Main St., Dayton, OH 45415 or phone (513) 274-9362. There will be a TM Examiners meeting Jan. 2, 1979 at 5:30pm.

Any CM or SFM trainees who would like to participate in the TM exam process by bringing tapes for the TM examinees to supervise at the Jan. 3, 1979 TM exams and any CPTMs or SFPTMs who would like to participate by bringing a training problem for supervision, please contact Marge Reddington at 6210 North Main St., Dayton, OH 45415, (513) 274-9362 by Dec. 1, 1978.

The Script
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Members Forum

Editorial Policy Approved

Dear Readers:

In Montreal the Board approved the following editorial policy for the *Script*:

> The Editors reserve the right to edit material submitted for publication for taste, accuracy and length. Letters to the Members Forum should be limited to 400 words. Editing will be done responsibly and in such a way as to preserve the intent of the author.

In the letters which follow you will notice the use of ellipses (. . .) and brackets. [ ]. The first indicates that a word, phrase or sentence(s) has been omitted and the second indicates something that the Editors have added. This is standard editing practice and we want you to understand what we are doing.

This is a new process for the *Script* and we hope that such editing will make it possible for more people with an even wider range of views to be heard. We are eager to hear your comments and suggestions as we proceed.

John James, Editor
Robin Fryer, Managing Editor

Support for ITAA Stand on ERA

Dear *Script:*

I have recently noticed . . . letters in the *Script* which refer to ITAA's stand on the ERA. . . . I am a person with 43 years of experience being a woman and . . . I have an opinion . . . . I believe that a person or an organization that would theoretically oppose dehumanizing practices such as racism, Nazism or sexism and yet refuse to take action to end such practices has little investment in the human condition. I believe that a woman seeking psychotherapy would do well to check out her therapist's level of consciousness before allowing him/her to mess around in her head. I believe ITAA's stand on the ERA is admirable and I gladly pay my membership dues to such an organization.

Sincerely,
Sharon Millican

Dear Editor:

In response to Thomas John Theobald, MD, I am proud of ITAA taking an organization position [in support of the] ERA, and of the democratic process of public discussion at . . . the annual meeting which set policies in motion . . . . It is appropriate to take a stand on equal rights. "Mixed political persuasion" is not the issue.

The issue is that women have been regarded as second-class citizens in the US — not even granted the right of citizenship, unable to vote — for the first 150 years of our nation. Male slaves were recognized as people with human rights earlier than the date when women won the right to vote.

. . . The issue is one of human rights, and the right of women to be recognized as human.

Warmly,
Luelyne Doscher, PhD

The Complete Text Of
THE EQUAL RIGHTS AMENDMENT

Section 1.
Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Section 2.
The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3.
This amendment shall take effect two years after the date of ratification.

Concern Expressed About State of ITAA

Dear *Script*:

I'm angry and sad at reading [about] Crossman's resignation and the Schiffian splintering and squabbling.

The ITAA appears to be a lumbering pseudo-parent restricting its many talented offspring. Is organizational repressing in for this year?

After three years of training with excellent TA theoreticians and clinicians, and soon approaching the completion of my clinical contract, I'm not convinced the organization will be around when I need it.

Most disheartening, I'm unsure if I will want to be associated with an organization that does not live the values its members teach. An original nucleus of people I respect are leaving, have left already (e.g. Steiner), or may well be thrown out. The people loss is alarming and crazy. [*Ed. Note: Steiner is currently a voting RM in the Association.*]

Since I'm confused as to what constitutes the underlying problems, I'm at a loss to suggest positive options.

For the time being, I'm willing to devote my time and energy to an organization whose members have given so much to me.

Respectfully,
Dennis O'Grady, RM

To the people of the I.T.A.A.:

Recently I received a letter to notify me that I had been nominated to the Board of Trustees and asking me if I would serve.

My answer I wish to give to everyone and it is this.

"No — I will not serve on the Board of Trustees. There is a way I wish to serve the I.T.A.A. and that is the point of this letter."

My position arises not out of a vacuum, but out of a long set of instructive experiences where I often heard at close range confusion, frustration and pain. Some of these experiences include helping form the women's caucus in 1970 which grew into the Social Action Committee, serving on the Board of Trustees for three years and on the Ad Hoc committee to investigate the ethics charges brought by Jacqui Schiff against the ethics committee, doing workshops throughout the country, watching different people assume the leadership roles defined by our by-laws and seeing what happened, being asked if I would run for President, watching Claude Steiner and Pat Crossman leave and Steve Karpman almost leave, answering trainees' questions, "Why should I want to be an advanced member?", learning about what people really need and what we've been taught we need — in group work.

So I asked this question, "What is the basis of our **unity against which we can criticize eachother?" Our unity is based on a system which has been adopted** from the culture at large.

We are a "non-profit corporation", which is a hierarchical pyramid. A **non-profit system** is a tax structure the purpose of which is to define the flow of money to the federal bureaucracy. It is not a system designed to unify people in cooperative relationships or to provide protection for inevitable disagreements.

A **corporation** is a legal fantasy created in order to define the manner in which the I.T.A.A. can conduct business in the state of California. It is not a protective problem-solving structure.

The officers and the Board of Trustees are mechanisms created to serve the non-profit tax structure and the Corporation laws for the state of California. They were never meant to serve the needs of the people of California. They were never meant to serve the needs of the people of the I.T.A.A. for unity and protection for working together except that the people need a legal and tax relationship to the state and federal government.

Other than those limited protective functions, the structures of officers and "Board of Trustees" when used for other purposes actually can **create** rather than help solve problems between people who are members. They delegate too much power to too few people at the top — where the people who fill these roles can make decisions which affect everybody — without even inquiring as to the desires of the dues paying members!

We make a mistake to assume that we are required by law to run our internal affairs using the non-profit corporation structures. We are **not** required to do so — not so long as we don't step outside the limits of state corporation or federal tax laws. As long as we conduct business within those confines, we can set up whatever internal structure we so desire. We don't have to create a solid machine. We can create them and dissolve them at will — so that we are part of an ongoing process.

I propose that we do this . . . That we keep our Board of Trustees and officers — whose job it will be to satisfy the state and federal legal requirements.

Then as people relating to each other, we can create cooperative protective problem-solving support structures for handling *all* the internal affairs of our association as need arises. These responsive structures can evolve our membership categories and requirements, determine how we make and spend money, and how we handle disputes. Within these new structures, members will be equals who cannot and do not need to use the power pyramid to fight each other.

This is in the best tradition of the teaching and wisdom of Eric Berne, who hated, more than anything, a situation where the deck was stacked.

What might these new structures look like? The answer to that will manifest as we make the decision to create it and as we all become involved on the process, for such a structure is not a fixed entity, but a process, alive and constantly changing to meet the needs of the people it serves.

We already have an excellent basis for *this* structure — in the seminars and institutes which are places where people come together of their own accord to learn, to grow and change, and to struggle together. Just as people evolve and change relationships, seminars and institutes can evolve and change relationships. And they can continue to have the protection of the Board and officers who can advise them in order to stay within the laws of the corporation with non-profit status.

I cannot provide **the** answer to the new structure because I am only one individual. However, in my mind I envision us as an international community of **people who share** a unique consciousness as a result of the teachings of Transactional Analysis. We are joined in an unbroken circle. We work together to nourish and support each other. We create rituals to acknowledge and maintain our unity. We all give our efforts and abilities to areas of strife and discord. We heal each other. And what we learn is the gift we are given and can pass on to the rest of the world.

It is in this way that I wish to serve the I.T.A.A.

Pamela Levin Landheer
Human Being First,
RN and Clinical TM Second



Pam Levin Landheer reading her letter at the first General Business Meeting

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

Dear Colleagues:

I have just read Pat Crossman's letter . . . in the July *Script*. I am reacting with sadness and fear. I am sad that conditions within the organization have reached a point where people like Pat choose to resign. And, I am fearful of what this means about the present and future of the ITAA.

As I reflect on Pat's comments and upon observations I have made over the past few years, I see convincing evidence that individuals are using ITAA as a mechanism for meeting their competitive and ascendency needs.

I have chosen to be apathetic about these issues until the present time. I have done this because I find it hard to confront such a system without becoming competitive myself. However, Pat's letter has started me thinking about this whole issue.

My hope is that we will all seriously reexamine our motivations before the Association deteriorates into a monolithic power structure. I hope it is not too late already.

As I begin to reexamine my own motivation, it is my hope that I will resolve this issue for myself in such a way that I will continue to support the healthy forces within our Association. I invite the rest of you to join me.

Sincerely,
E. Wayne Hart, MA

Response to Jacob's "Trap"

Dear Members and Leaders of ITAA:

I just finished reading . . . Alan Jacobs' "The Trap of Large Organizational Participation." I was aware . . . that I was, in many ways, happier with TA and ITAA before I became a member. While reading Alan's words I recalled how I got into TA.

I discovered . . . people . . . who were open to me, accepting new and differing ideas. They were potent therapists . . . who said . . . in essence, "Gee, Jerry. We think you are neat and are doing good things with those alcoholics of yours. We believe TA has something to offer you and you have something to offer us." I reciprocated and we began a journey of sharing . . . . I knew then and I know now that I am a good therapist. My clients recover. Their families recover . . . . I like that. I am aware that TA . . . plays a large . . . role in this.

I am excited about my experience in learning, receiving and using TA . . . . I want my CM and I want to continue to grow, learn and enjoy . . . the exciting people I meet . . . through TA.

Somehow all of the above seems out of context when I read of the organizational struggles, the revisions . . . of criteria for "advancement" in the organization . . . and the angry, hurt feelings of . . . people involved. I find that I resent the dichotomy between my experience of TA and my "standing" in ITAA. What I am asking . . . is that we . . . continue to envision and experience TA organizationally and professionally as a mutually therapeutic whole.

Thanks,
Jerry Annand, RM in training

Spirit of Berne Alive in ITAA

Dear ITAA Members:

Since the conference in Montreal, the Program Committee, Marianne and I have received lots of strokes and appreciation for the conference program and the running of the conference. I would like to take this opportunity to stroke the membership of ITAA and the conference attendees for making this one of the most successful summer conferences in recent memory.

At the key-note panel of the conference I outlined three areas that make summer conference great — social, professional, political. This conference was a marvelous balance of these three. The energy of the participants in all three areas made a conference that could have been tense and difficult into a really high experience for all concerned, with moments of excitement, humor, warmth and courage.

I've heard many doubts in the last couple of years over whether ITAA can or even should survive. This conference showed me that, troubles not withstanding, we are very much alive and well. It also showed me that the true spirit of Eric Berne — the spirit of mixing science, play and human contact — is still very much with us, despite those who bemoan our so-called loss of spirit and who resent our increasing growth into professional maturity. In this spirit I look forward to another year as Program Committee chairman, confident that our members believe in ITAA and appreciative of all the positive energy that came together in Montreal. On to Snowmass!

Ed Gurowitz

POST SCRIPT

THE ITAA BULLETIN BOARD

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Listings in Post Script have not been investigated and are therefore not specifically endorsed by ITAA.

- See pages 6-7 for Ads -

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Orders $15.00 and over: Add 5% of invoice total.

SPECIAL THANKS

to Philip Slater, Jack Dusay, Jean Clarke, Pam Levin and Phyllis Hiller who spent some time sharing with our customers in the Salle Doree Ballroom of the Sheraton Mt. Royal, Montreal.

Norm and Betty Jo, Co-Managers of Transactional Publications, send greetings and many thanks to all of you who patronized the store in Montreal.

ANNOUNCING . . .

PUBLISHING WORKSHOP November 16
Trans Pubs co-manager Norm Shea will present a workshop on publishing and self-publishing for authors, prospective self-publishers, or anyone interested in the process of publishing, Thursday evening, November 16, 7:30-10 p.m., in the Eric Berne Library, ITAA headquarters. $5 donation.

***Note:** The publication date of **THE POWER IS IN THE PATIENT** by **BOB & MARY GOULDING** has been delayed until October 15, 1978. Orders will be shipped immediately thereafter.

Harry Rose CM Valerie Lankford CPTM

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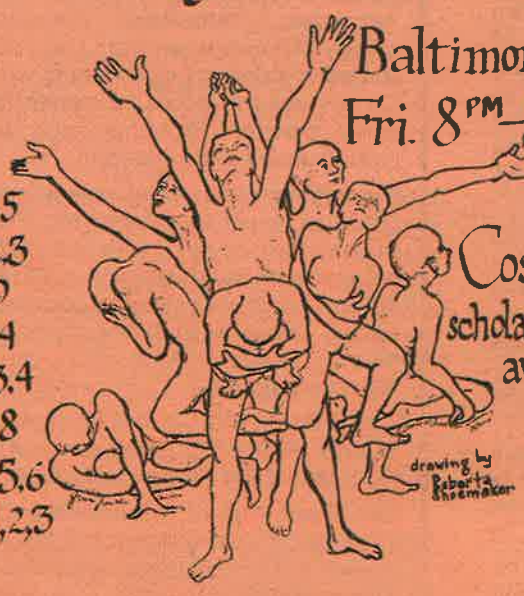

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TOM WILSON, M.D., C.P.T.M., Co-Director
I am a psychiatrist certified by the American Board of Psychiatry and Neurology. I am currently an Assistant Professor at USC and have lectured and taught courses for USC, UCLA and the Los Angeles Group Psychotherapy Society. I am past President of the Medical Staff at the Westwood Hospital in West Los Angeles.

DIANE MOMB, R.N., C.P.T.M., Co-Director
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 taught or assisted with courses for the California Hospital Medical Center, UCLA and the Los Angeles Group Psychotherapy Society.

The West Los Angeles Group Therapy Institute has been in operation since October 1974. 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 widely known private psychiatric hospital are available for the purposes of training. The West Los 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 three days or more in intensive training with us. If you are interested, contact us at the above address.

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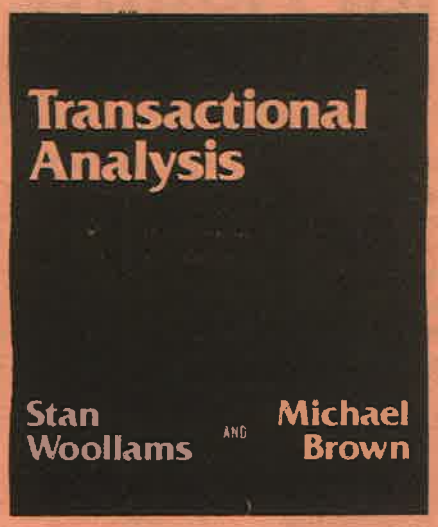
At Last . . . A Comprehensive TA Text!



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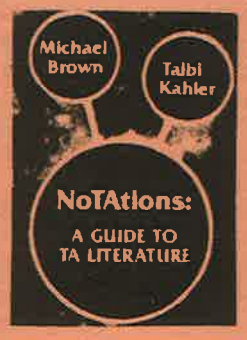

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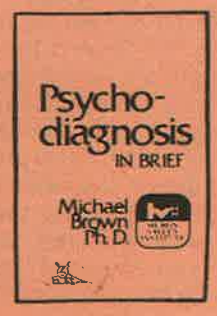

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October 23–27, 1978
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GEORGE THOMSON, Ph.D.

Director of Skyline Seminars, faculty member of the Western Institute for Group and Family Therapy, Mt. Madonna, Watsonville, California; Consultant to California School of Professional Psychology, San Francisco, California, and the Fielding Institute.

Member of American Psychological Association, American Group Psychotherapy Association, American Academy of Psychotherapists and Clinical Teaching Member of International Transactional Anslysis Association; Licensed Clinical Psychologist, State of California. Certified Sexual Therapist by the American Association of Sex Educators, Counsellors and Therapists (AASECT).

SKYLINE SEMINARS and The Palo Alto Branch of the Western Institute for Group and Family Therapy are associated with the Western Institute for Group and Family Therapy, Mt. Madonna, Watsonville, California—R. L. Goulding, M.D., and Mary Goulding, M.S.W., Co-Directors.

Training at Skyline is similar to the training at other branches of the Western Institute for Group and Family Therapy where trainees learn by working as therapist under supervision with theory generally following rather than preceding practice.

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Key-Note Speaker Philip Slater: "Social Awareness and Personal Reality"

By Laura W. Cowles

As I listened to Philip Slater's keynote address, I felt that some significant message was being proposed. My concern was whether or not I was ready to hear it. In the next few days I mulled over Slater's talk and spoke with him personally. I also watched and participated in ITAA's organizational process around the ethics investigation, I heard and shared the pains and joys of friends I love and my way of viewing the world and living in it began to change. I am inclined to recognize Slater's address as an important influence in the timing of these changes and experiences.

The Ego

Slater presented the human organism by using a societal model. He defined the ego as that part of the human organism which deals with threat and which protects the individual organism so that it can survive. The ego operates on a binary view of the world where everything is divided into threat or no-threat. Slater further describes the ego as that part of the organism which takes the leadership role for the "constituents" — the other parts of the organism. In fact, the ego operates as dictator, pretending to be the whole self and losing sight of the constituent parts.



The Ego as Despot

The problem with the ego's binary view of the world is that, while this mode of operation may be useful in times of stress when survival decisions must be made quickly, it is extremely difficult to recall the ego from its controlling position. Martial law becomes a way of life. The ego equates any threat to itself as a threat to the whole organism. It must have information to rule, but it substitutes its own network of "spies" and its binary view of the world for a broader, richer availability of information. This binary grid screens all information, blocking negative feedback so that the ego never gets the necessary correction to operate in a flexible way. The only information that gets through is that which is relevant to the ego in terms of threat or no-threat; any dissent is seen as treason. The ego remains busy creating crises in order to justify its autocratic rule, blocking any suggestion that its position may not be the best thing for the organism as a whole.

Anxiety

Slater defines anxiety as the ego's fear of being overthrown disguised as an external threat to the organism's survival. To the ego, threat always comes from outside the organism. This helps it to justify its position as despot. In fact, the threat may be a threat only to the ego and it may come from constituents which are inside the organism.

When the ego becomes rigid and tyrannical it becomes a threat to the organism rather than a protector. Slater suggests that this is the position in which most of us find ourselves. The ego says, "There's only one safe way to be and be this way all the time." As a result, the mediator between our complex world and our complex individual organism is a "simple-minded idiot" who deals with everything in binary terms at the expense of the rest of the organism. Slater points out that many of the newer therapies emphasize constituent elements such as body-awareness and spontaneity in an attempt to balance out the despotism of the ego. However, the Human Potential Movement in general fails to democratize either the individual or the society because it does not recognize that we are not dealing with our egos in isolation.

The Ego Mafia

Slater describes the ego mafia as a group of individual egos banded together for the purpose of managing constituent parts. The goal of the ego mafia is to create an environment where the individual egos can make believe that they have no constituent parts, that they are self-born and bodyless. The ego mafia likes to imagine a bunch of heads sitting around planning things, adhering to agendas. Living in a man-made environment of rectangles and sharp lines, makes ego mafia control easier because the ego does not have to deal with the feeling of connectedness to a larger living fabric which is a common experience of being in nature. The ego experiences such connectedness as a threat to its survival and so it acts to block it out. We have probably all experienced this when we get out in natural surroundings and then spend our time reading a book. The ego remains in control.

Pathologies Are Created by The Ego Mafia

Slater's main point is that all pathologies — individual, social, political, economic, mind, body — are created by the ego mafia and to heal any one of them is to heal all.

He suggests that as therapists, educators, thinkers, etc., we operate in society believing that we can dethrone individual egos and thereby change the world. The flaw in this belief is the assumption that we are separate entities and can be dealt with as such. However, in reality we are parts of a larger structure which Slater calls "the whole fabric of living matter." We never operate as individuals but always a part of one of two organic systems: either the ego mafia which is authoritairan, mechanical, binary, simple-minded and recent in the course of human history or the whole fabric of living matter which is complex, very old and organized democratically. The ego wants to ignore this second system because it is a threat to its own dictatorial powers.

Constituents Rebel

When the ego ignores the second system, stress develops. The constituents, who are ignored in the first system, become unhappy and will finally rebel in their need for balance, wholeness, adventure, and participation. A good example of this is when your constituents cause you to fall asleep even though your ego says you must read a boring textbook. This stress between the ego and the rest of the organism will eventually result in defeat for the ego by virtue of its parasitic nature which takes all its life and energy from its constituents. Eventually, the wishes of the constituents may form a collective suicide of the ego. destroying the despot and leaving egoless life.



Professionalism

Slater indentifies three major aspects of the ego mafia operating in today's healing efforts. The first he calls professionalism and it is characterized by a great emphasis on expertise. As experts we argue about which category or system is best and we evaluate other experts to decide who is best for a client. In both instances, the consumer is discounted and approached as a thing about which we, the professional, know more than the consumer him/herself. Before listening to what any expert says, it is useful to ask him/her, "What do you want?" This will reveal the motivation behind what he/she says. Experts, after all, are no more objective than the rest of us.

Professionalism is also characterized by our preoccupation with status, especially our attempts to create superior status over clients. We act in a way to invite the client to deny the validity of his/her own subjective experience by explaining, analyzing and



following the dictates of our professional training. This may be done by creation of a secret language for use in establishing a kind of club where patients and professionals agree to pay attention to special kinds of things and to define the world in a certain way.

A final aspect of professionalism is the pretense of no emotional connection between professional and client.

Objectivity and Rationality

The second symptom of the ego mafia operating in the healing process today is the emphasis on objectivity and rationality. One form that this takes is the preference for machines and tests at the denial of the client's own subjective experience. For example, when a patient reports feeling warm and the thermometer reads 98.6°, he obviously cannot be feeling warm. Psychological tests are like machines in that they also emphasize "objective" criteria rather than subjective experience. The ego mafia prefers machines because a machine is non-organic and, like the ego, it is modeled on a simplistic, authoritarian rule.

Once human beings felt a strong connection with the whole fabric of living matter. As they moved away from this connection, they turned to other organic things, such as the entrails of an animal, to explain and guide their experiences of the world. Now we rely on non-organic machines which give us information relevant to the despotism and survival of the ego. This is not particularly good for healing purposes however.

Slater suggests that when we enter this system of tests and machines, we take on a paranoia basically caused by an incomplete perception of the unity of the world. Now that we are no longer connected to the larger fabric of life, the ego is afraid of this whole, much as someone might fear a guerilla army unless he/she were part of that army. We see the world as "all one" but leave ourselves out and forget that we and our interaction processes are parts of the world too.

Another form of objectivity and rationality is love of diagnosis rather than cure. This process results in a fascination with causes rather than on feeling and action. The extreme example of this is psychoanalysis where an attempt is made to make conscious everything that was unconscious thus getting everything under the control of the ego. The constituents are kept out of the healing process even though they are the ones hurt and even though they know the cure.

Slater states that actually the underlying root of all rational thought is fear — fear of mistakes and of risks. Although error is really just feedback, the ego is designed to avoid mistakes by figuring everything out. The ego demands accuracy and cannot handle risks. Slater characterizes thought as "a deed running scared."

At the same time it is Slater's contention that "you can't view something as a mistake until you've said

the game is over." This, then, is the difference between an organic system in which one learns in the past and present for use in the future and an ego mafia system which operates purely on the avoidance of error deliberately limiting focus and options.

Slater is concerned that this latter system is operating in what we know as the scientific process. Traditionally science demands a lot of control in order to avoid mistakes. An experiment may be broken down in many steps to increase control over error, but this may obscure the larger whole. He suggests that by avoiding little mistakes along the way, science may make some very big ones in the end.

Attempting to maintain rationality and objectivity leads to some rather arrogant assumptions. One is that there is always a need for the speaker to present a balanced view rather than acknowledging that there are other speakers and that a balanced view will be derived from the process of all speakers stating their views. Another is the pretense that thought can be objective when in reality it is always desirous and always motivated. This is a way to deny the constituents and to keep the ego in control.

Slater also points out that "Thought is based on difference .... To think and survive you need to establish that some things are more important than others, and one way to establish importance is to call things real or not real." Reality is, then, what somebody needs or what is important to them. Objectivity pretends that there is no "somebody" and it denies that we collectively create reality.

Waging War

The third symptom Slater addresses is the process by which we go after or "wage war" on issues, disease, pathology, etc., as though the problem is caused by something on the outside or something separate from the flow of living matter. We, as healers, take the role of one who tries to get rid of the culprit. Slater suggests that our energies will be better used in finding the health in any problem and nourishing that instead of finding the disease in order to get rid of it.

Slater Tapes Available

Cassette tapes of Philip Slater's key-note address can be purchased for $11.00 ($5.00 plus 50c handling per cassette) from International Simultaneous Translation Services, 2973 Sartelon St., St. Laurent, Quebec H4R 1E6, Canada. Please indicate if you want the set or just Part I or Part II.

Slater Books

If you are interested in pursuing the ideas presented by Slater in this key-note address, they are elaborated further in *The Wayward Gate.* This and two other books by Slater (*The Pursuit of Loneliness* and *Footholds*) are available from Trans Pubs. In addition, Slater has written an article for *Social Policy* (Sept.-Oct.) which summarizes many of the points covered in his speech.

Inviting Change

There are several ways for healing with the ego if we know what it is and can spot it at work. Slater does not believe we should rid ourselves of the ego entirely, but that we need to restore it to the normal function of protector of the organism. The ego is flexible and can learn; it needs to be consulted and considered.

In dealing with the ego mafia, Slater suggests that we simply withdraw energy from it and invest that energy in the fabric of life itself. This can be done either by personal enlightenment or by social change. It is not important which happens first; both are important and neither is primary. Democratization of the organism and of the society is the same process and cannot be separated. You cannot assume that you are a separate entity from the whole or you will fail to become enlightened. On the other hand, if you are not enlightened, you will fail to bring about real democratic change in society; as you fail to respect the constituents of your own organism, so too you will fail to respect the constituents of the society.

In Conclusion

Slater's address was important to me on several levels — personally, professionally, and as a member of the "organic" system of ITAA. His insistence that all systems are self-contained and, by virtue of that fact, we within our system can do anything, is both exciting and hopeful. Likewise, he states that all organisms heal themselves in one way or another. The important ingredient is to increase democratization at both the psychological and the social level. It seems to me that these particular messages are most timely and affirming to us in our struggle during the past few months.



Laura Cowles, MS, CPTM, is in private practice in Columbia, MD. She also works for Prince George's County Public Schools and is an adjunct professor at Marywood College, Scranton, PA.

Keeping in Touch



Third Annual EATA Conference

L to R, standing, Nils Moeller (one of EATA conference organizers), Joe Cassius, Wally Juraschka. Seated - Raymond Hostie (Belgium), newly elected President of EATA. Other newly elected officers of EATA include Vice-presidents Berit Roberts-Jones (Sweden) and Finn Kunze (Denmark), Secretary Peter Lucas (Netherlands) and Treasurer Meyer Ifrah (France). Many thanks to Joe Cassius for the photograph.

Webb Howard conducted training for beginning police officers in basic TA - 42 policemen and policewomen learned how structural analysis and transactional analysis can help them on the job. Comments include, "Learning how to use the Adult ego state as the executive of the personality will be a definite asset in law enforcement." Feedback was positive and it was suggested that TA become a part of their 22 week training course at the Institute for Law Enforcement in Miami. Webb would like to share his experience with others who have worked with law enforcement and is interested in what others have found to be effective in convincing police chiefs and sheriffs that TA is an effective training process for them. Contact: Webb Howard, 350 Sevilla Ave., Coral Gables, FL 33134.

Greek sociologist interested in contact with other TA people - Dimitris Stavropoulos, ARM, has lived in Munich for the last 18 years and is now resettling in Athens where he will be working as a sociologist and therapist. He did some TA training while in Munich and would now be interested in meeting with any members of the TA community who will be visiting Greece. Contact Dimitris Stavropoulos, Grivogiorgou 3, Athens 612, Greece.

The National Clergy Conference in TA, held in Honolulu from June 24-29, was a big success with over 150 clergy and helping professionals in attendance from the US, New Zealand and Guam. The conference, organized by Ron Ching, CPTM, introduced TA on a much wider scale to the clergy and to Honolulu. The key-note speaker for this first clergy conference was Muriel James and the other faculty included Art Greer, John James, Russ Osnes, George Barnitt and George McClendon, all advanced members of ITAA and ordained clergy. Requests are already coming in for another clergy conference in **1979 or 1980. Good work Ron!**



Russ Osnes and his wife Ardelle at the Clergy Conference in Hawaii.

The First International Conference on Transactional Analysis in Organizations was held June 12-15, 1978 in London, England. Several of the world's largest commercial companies were represented (Ford, the Post Office, Leyland, British Aerospace, etc.) and delegates came from all parts of Europe. Presenters came from both sides of the Atlantic and included Tom and Delphine Frazier, Ted Novey, Michael Reddy, Nancy Paul and Ron Clements, who organized the conference. Plans are already underway for a second conference like it next year.

Transactional Analysis Society of India (TASI) is holding its Second Annual Indian Transactional Analysis Conference at Bangalore, South India from Jan. 25-28, 1979. They are publishing a Souvenir on that occasion and would be interested in any articles *Script* readers might want to contribute. Also, if you plan to be in India at that time, they welcome your participation in ITAC-II. For information, contact R. Ratnam, "Rishivanam," 6D, Allithurai Rd., Tiruchirapalli - 620017, India.

Tacoma, Washington - 202 Seminar: sponsored by Reba Frohlich, PTM, meets first and third Thursdays of the month at Luthern Community Services in Tacoma. No fee. Contact Reba Frohlich, Peninsula Therapy Services, 7505 46th Ave., NW, Gig Harbor, WA 98335. (206) 858-9750.

TA Community Services staff members Carol Solomon, Tom Griggs, Sheila Sosnow and Derek Economy spent a well-received time with ITAA staff sharing some of the history and current activities of their clinic. Many thanks to each of them.

Summary of Board of Trustees Actions in Montreal - coming up in the November 1978 Script

Committee Reports

Social Action Committee

Chairperson: Norman James

Social Action or Revolutionary Action

My first encounter with social action occurred when I was approached by a few friends who were members of CORE. I was impressed and moved by their request. Speaking out in a public way on social issues was novel and scary to me. I was soon caught up in learning new rhetoric, finding new enemies and surfacing new issues which I thought were examples of system improprieties or formulated rip-offs developed and imposed by some avaricious politician. With the advent of civil rights legislation and the Great Society Movement, I had a position of power and influence directed towards eliminating the evils of society. My insignificant life had meaning.

Later I joined the Community Development Institute at Southern Illinois University where I began to legitimize my past endeavors with the concepts of Saul Alinsky - the NTL movement. However, my lust for excitement led me to join the fight for Cairo, IL and the United Black Front. During this time my preference for planned change emerged. I began to get bored with identifying major persecutors in the bureaucratic system and characterizing their exploits as inhumane, selfish and profit-motivated.

I became intrigued with the concepts of Eric Berne and the practice of Asklepieion Communities. After joining the ITAA I became aware that the same staleness and archaic behavior associated with the shortcomings of social action in the sixties had become the role expectation for membership on the SAC Committee. It bothers me that change activists can only make important contributions to their system by eloquently characterizing previous legislation or procedures as inhumane, selfish or reflecting the ulterior needs-system of former office holders. This message suggests that alternative strategies have no merit or inherent value, or that acceptance of such value cannot occur without discrediting predecessors. It is unfortunate that we have become so accustomed to attacking as the modus operandi for social action that we frequently forget how to cooperate and build.

We are not the only organization experiencing the pain of this old model of activism, but if we are the moral advocates we profess to be, then we should be a leader in developing new role demands for committed change activists. When differences arise, we should generate appreciation for differences rather than reflect the demands of an archaic competitive system and destroy that from which we differ. The effect of the old mind set is to precipitate short-sightedness in our formulation of social action issues. Committees that function with this informal norm often become the pawns of organizational gadflys or self-righteous revolutionaries whose aims are to further their own ends. Social action needs require us to start looking at a broader constituency and at the society as a whole. We are more than a watch-dog committee of ITAA. While I am concerned with inappropriateness in existing procedures in ITAA, I suggest that there are other areas for social action activists to address with their energies.

In the future, I am advocating a change in the posture of change agents to the role of thoroughly reviewing issues in question by presenting some analysis of the effects of inherent inconsistencies and then offering specific remedies or alternative processes. I hope that SAC will continue to function with the integrity associated with my immediate predecessors and to expedite its effectiveness and influence. We can develop our role as a facilitator of suggestions and alternatives that have the goals of enhancing our organization and our social system. I challenge us all to remember the words of Spinoza:

> "I have made a ceaseless effort not to ridicule, not to bewail, nor to scorn human actions, but to understand them.

Prisons Committee

Chairperson: Ted Harrison

The Committee is interested in the quality of TA instruction and clinical work going on in prisons and other correctional facilities. There are several openings for active committee members who are interested in prisons and TA. Anyone, including inmates in various correctional programs, interested in serving as resource people may also work with us.

In addition, we still need information about existing TA programs in prisons. We would like to know what is needed and what kind of support ITAA can give existing and developing programs. If you are associated with a correctional program, please let us know about you and what you are doing.

We invite you to let us know about your interests and goals. Contact Ted Harrison, 302 West Chestnut St., Pardeeville, WI 53954.

Licensure Committee

Chairperson: George Kohlrieser

The Committee met in Montreal and established these goals:

1. To continue gathering information about licensure and related issues.
2. To continue coordination with other professional organizations to establish a cooperative approach in dealing with licensure. The issue of licensure is very complex and much broader than can be dealt with by ITAA alone.
3. To provide information for members of ITAA regarding licensure problems, including specific steps on how to respond to individual needs and licensure variations state by state.

The committee has established contact with AGPA, IAASS, ACC, AAMFC, ORTHO, and AAP. We would like to know of any working contacts you may have with licensure or legislative committees of these or other professional organizations. Contact Nan Gurowitz with such information.

The Licensure Committee Chairperson, George Kohlrieser, is representing ITAA on a National Coalition dealing with the question of licensure. ITAA is emerging as an influential leader there because of our model for competency-based certification.

There is also strong interest in Ohio's competency-based licensure proposal now before the Ohio General Assembly. Our leadership role became apparent at the August meeting of the National Coalition in Lexington, KY. Paul Pottinger, Director of the National Center for the Study of the Professions, Washington, DC, is taking a close look at ITAA's model. The Center is a non-profit research and information center working towards changes that will result in fewer restrictions in gaining access to occupations and professions, particularly when these restrictions are not directly related to competency. ITAA, through the Public and Professional Information Committee and the Licensure Committee, will be co-sponsoring, with the Center, a national conference in April on competency-based training and certification.

The situation in Ohio continues to be very serious. The following is a copy of the proposed hazardous practice regulation awaiting hearing in the Sate of Ohio:

> The State of Ohio Board of Psychology considers transactional analysis to be a "serious hazard to mental health" when used for therapeutic purposes in the treatment of mental disorders. This interpretation of the rules of the Board of Psychology does not prevent (restrict) qualified members of other recognized professional groups from utilizing transactional analysis by referral and under the direction, supervision or prescription of persons licensed to practice medicine, dentistry, or psychology **or** utilizing transactional analysis techniques which offer vocational or avocational self-improvement and do not offer psychological psychotherapy for diagnosable mental disorders.

This means that the State Board of Psychology went in the opposite direction from the request of OTAA that TA be excluded from being considered a hazardous practice procedure when used as a psychological psychotherapy. The legal rationale for OTAA's request is that the term "psychological psychotherapy" has not been defined and is something only a psychologist can legally do. The proposed regulation means that TA would be considered a hazardous practice procedure whenever it is used to treat a diagnosable mental disorder. This would make anyone using TA who is not a licensed psychologist liable to prosecution.

President's Letter

The Montreal meeting was exciting from the perspective of watching the organization changing some of our internal workings and also moving towards making ourselves more relevant in the larger social system.

For the first time we established a forum for all committee chairpersons to talk together and to coordinate their work and goals. Committees also began to practice "thinking long-range" and directing their perspective in a more global view. Finally the idea of liaison committee persons was further developed.

The Executive Committee began to debate with themselves and persons outside the organization the questions of "what will ITAA credentials really mean in the US and internationally?" "What do we need to be doing to be a better known and more potent organization?" "What are some of our future goals — 10 years from now — and what do we do and not do *now* to get there?"

The Program Committee made some really new and different plans for the January 1979 and August 1979 conferences. The Grievance Committee questioned how they could relate to International issues. The Public and Professional Information Committee and the Licensure Committee planned a national symposium on problems related to competency-based certification.

All of these things and many more are the makings of a viable and relevant organization. For me it is like ITAA is "coming of age" and I am glad to be an integral part of the growth and change, the pain and joy that is happening.

THANK YOU

We want to express appreciation to all the people who worked countless hours to insure the success of the 16th Annual Summer Conference: Jean Holloway, Coordinator of the Youth Program; Ric Schiff and Ravi Welch, Coordinators of the Adolescent Program; Kathy Burford, Coordinator of the Child Care Program; Sandra Landsman, Coordinator of the Film Festival; Les Kadis, Coordinator of the Continuing Medical Education Program; John Secor, Exhibit Coordinator; Ann Black, Sue Weiss, Jim Stratton, Ted Novey, Carla Haimowitz who assisted with the Paper Selection; all the presenters; the members of the Canadian Association for Transactional Analysis; the TA members in Montreal; the volunteers; Tom Blythe, from Montreal, who served as the coordinator of the volunteer staff; the ITAA staff; and to all of you who attended the conference.

We invite you to plan now to attend the 17th Annual Summer Conference in Snowmass, Colorado, August 9-12, 1979.

The 1978 Program Committee
Ed Gurowitz, Chairman; Natalie Haimowitz, Carol Burra, Patty Falzett, Alan McLean, Patt Savastano, John Wagner, George Barnitt, Bill Ballard, Gale Burford, Carlo Moiso, Gisele Richardson, Bart Knapp and Nan Gurowitz.

Training and Exams

Congratulations to the following persons upon successful completion of their exams:

Certified Teaching Members - August 14, 1978
Valerie Chang, MSW, Richmond, Virginia (CTM)
William Cornell, MA, Gibsonia, Pennsylvania (CTM)
Suzanne Dunn, MA, N. Clarendon, Vermont (CTM)
Frederick Harrison, MS, Pardeeville, Wisconsin (CTM)
Sandra Landsman, MA, Farmington Hills, Michigan (CTM)
Joanne Moses, MA, Minneapolis, Minnesota (SFTM)
Marilyn Zalcman, MSW, Alexandria, Virginia (CTM)

101 Instructors Approved
John Buchanan, MDiv, Macon, Georgia
A. Dale Crain, AB, Irvine, California

PTMs Returning to CM Status
Nancy Byram, PhD, Glenview, Illinois
Neil Koenig, PhD, Bakersfield, California
David Landy, PhD, Shrewsbury, New Jersey
Gerrit Roosjen, PhD, Ermelo, Holland

Snowmass Excitement

Now is the time to submit your proposals for the program of the 1979 Summer Conference at Snowmass. The theme of this conference will be "Families, Networks and Systems," and we ask that you give this theme careful consideration in forming your proposal ideas — how does the state of the art in TA today address the application of our theories and techniques to studying, working with, and intervening in families, networks and systems?

This year's conference will, like last year's, have significant innovative aspects. Snowmass is a resort — there will be no central hotel, but rather, we will spread out over the hotels, motels, and condominiums of the entire resort area. Instead of the restaurants, theaters and stores of a big city, we will be surrounded by breathtaking scenery, small bistros and cafes, and intimate shops. Also, Snowmass is **high** — participants may need to do less and relax more as they adapt to the altitude. Finally, in line with the theme and the setting we hope to have lots of family participation. Last year's extensive and highly successful programs for youths and adolescents will be even bigger at Snowmass, so bring your own family, network and/or system with you.

A final note. The non-English program at Montreal was a fine first step toward making the international conference truly international. This year we plan a Spanish 101 at the conference and hope there will be even more presentations in many languages.



Instructions

1. Presentations of workshops and panels will be 2 or 4 hours in duration; paper presentations will be 1 hour.
2. Presentation of papers, panels and workshops begin Thursday, August 9th at 9 am and will continue until Sunday at noon.

Regular members and non-members are advised to present their subject matter for discussion at a local seminar prior to applying for presentation at this year's conference. We require that all proposals submitted by those who are not certified members be accompanied by written confirmation from an ITAA certified member, with the exception of those who presented at the 1978 Summer Conference.

4. **Deadline: Proposals must be received by ITAA by January 15, 1979. Send:**

a) **the completed Identification Form** (if making more than one proposal, a separate form is required for each)

b) **a 300-word abstract** of the presentation (not needed for Youth Program proposals)

c) **a 100-word abstract** of the presentation.

Call for Proposals
Seventeenth Annual
ITAA Summer Conference
Snowmass, Colorado August 9-12, 1979

Call for Papers, Panels, Workshops (Identification Form)

Print or type:

NAME (As you want it to appear in the program) _____ Highest Academic Degree Attained _____

ADDRESS _____ Category of ITAA Membership _____
STREET CITY

_____ ( )
STATE ZIP PHONE

Organizational Affiliation (for program) _____

I want to present a _____ on the following topic:
(paper, panel, workshop, film)

Title: _____

If Workshop or Panel, I prefer a (2 hr) _____, (4 hr) _____ block of time.

Track (circle one)	Theory	Treatment	Relationships	Education	Business/OD
	Religion	Social Issues	Training	Research	Youth Program

Number of Participants: _____, limited to _____.
unlimited

Co-presenters (if any, give names, addresses and highest academic degree attained. YOU ARE RESPONSIBLE FOR CONTACTING CO-PRESENTERS AND INSURING THEIR ATTENDANCE OR REPLACEMENT.

On two separate sheets enclose a 300-word abstract describing your presentation for review by the selection committee, and a 100-word abstract which will be printed in the program book, if accepted.

I understand that if this proposal is accepted, that I am committing myself to participation in the 1979 Summer Conference, and that a cancellation on my part is a discount to the Program Committee and to those who register to attend my presentation.

_____
Signature

For Regular Members and Non-members Submitting Workshops

(with the exception of those who presented at the 1978 Summer Conference)

The following statement must be completed and signed by an Advanced Member and returned **with** your program proposal.

Name of submitter: _____

Name and membership status of endorser: _____

I have known the above-named submitter since (year) _____. I have read his/her proposal for the 1979 Summer Conference, and I believe (s)he is capable of conducting the workshop as described and providing adequate protection for participants.

Signature of Advanced Member _____ Date _____





Key-note panel remembering Eric Berne



Ken Wallgren



Alan Jacobs, Shea Schiff, Sue Hutchins at board meeting



Herb Hamsher and Werner Erhard



Bob Andersen



Sandra Landsman, Rick Schiff, Richard Abell



Jon Weiss and Bill Falzett explaining their unscientific award



CATA group responsible for welcome party



Ed Gurowitz



Jacqui Schiff (center) with supporters at second business meeting



Jack Dusay and friends in his Institute



Salomon Nasielski



John, Penny and Matthew McNeel



Board meeting



getting close



Ruth McClendon



French 101