THE SCRIPT®

Volume IX, Number 6 July 1979

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

Important By-laws Changes Proposed

One of the most important items on the agenda for the Business Meeting in Snowmass will be a series of proposals for changes and additions to the ITAA by-laws. The impact of these proposals, if adopted, will widely affect the functioning of the Association and its members. Every voting member will be asked to consider these proposals and to determine whether they represent the best interests of the organization.

Therefore, it seemed to us that it was vital for the membership as a whole to be informed about the *proposals, in* advance, so that there can be discussion and debate before, as well as during, the Business Meeting. Because we wanted to make as much of this information available to you as possible, and because you seem to be showing a growing desire to be well-informed about the workings of your organization, we are trying something new in this issue with relation to these by-laws proposals.

Beginning on page 3 you will find a special four-page insert which outlines the by-laws proposals using the following format:

1. Current by-law
2. New Proposal (with changed or added wording in italic)
3. Comments in Support of Proposal
4. Comments in Opposition to Proposal
5. Support Rebuttal
6. Opposition Rebuttal

This insert has been designed so that it can be easily separated from the rest of the *Script* and taken along for ready-reference by those of you who attend the Business Meeting. The proposals have been listed in numerical order. Readers should note however, that when there are two proposals of the same number (example: 4.17) they do not necessarily represent counter-proposals to be considered in opposition to one another. Rather, it may be the case that a particular number is simply the next one in line to be added to the existing by-law numbering system. In addition, you will see that not every proposal is accompanied by all parts of the format. In some cases there are no comments in support and/or in opposition; other by-laws are presented without rebuttals. This is because either no material was submitted or because what was submitted could not be presented in a fair and equitable manner within the time frame we were working with in preparing the insert.

It is important to outline here the process that occurred in preparing this insert. The proposals for by-law changes came from three sources. After recent changes in the California Corporate Code, ITAA Executive Director Bob Andersen asked ITAA counsel James Popin to look at the current by-laws and to make whatever proposals were necessary to bring them into keeping with the new Code. These proposals are listed under Popin's name. Other proposals outlined in the insert came from David Myers, a member of the By-laws Committee and from John McNeel, co-chairperson of the ad hoc Committee on Membership.

All proposals were routinely reviewed by the By-laws Committee which concurred in the decision to print the special insert. The following persons agreed to provide comments in support of or in opposition to the various proposals:

Robert Andersen - ITAA Executive Director, member of the Long Range Policy and Planning Committee

Harry Boyd - ITAA Vice-president; member, Executive Committee; former member, Ethics Committee; member, Board of Trustees; TM.

Ed Gurowitz - consultant to By-laws Committee; chairperson, Program Committee; member, Board of Trustees; CPTM.

William Holloway - consultant to By-laws Committee; past-President of ITAA; member, Executive Committee, Organizational Membership Committee, Training Standards Committee; member, Board of Trustees; TM.

Sue Hutchins - co-chairperson, ad hoc Committee on Membership; co-chairperson, Committee on Employee Policies; member, Board of Trustees; former chairperson, RM Interest Committee; RM.

David Myers - member, By-laws Committee; former investigative reporter, president of community action council, school board president; director of private school; CPTM.

After the initial comments were submitted, they were exchanged so that rebuttals could be prepared by those who wished to do so. Each author was given a limit of 300 words for the initial statement and 100 words for the rebuttals.

The process of preparing this material was complicated and at times politically sensitive. We have made every effort to be responsible and fair to all parties concerned. Our over-riding interest was in seeing the information made available to you, the membership, in a way that would help you consider and discuss the issues. We are fully aware that the date of this publication means that some of you will not receive it before the conference. We regret this, but we decided that, given the choice, we preferred to get the information out to as many people as possible. We have learned a great deal and have some ideas about how to improve this process should a by-laws insert be desired in the future. We would like to hear your comments and suggestions as well. Has this been useful to you? Is there any additional information you would have liked? Would you like to see this done again? Please let us know what you think.

The Editors

Candidates for Officers and Trustees

The following is a list of candidates suggested by the Nominating Committee for officers and trustees. Additional candidates may be nominated at the Business Meeting in Snowmass.

President: Muriel James, EdD
Stanley Woollams, MD

Vice-presidents: Alan Jacobs
Norman James
John McNeel, PhD
Marilyn Zalcman, MSW

Secretary: Viola Litt Callaghan, MA
Kristyn Huige, MA
Sue Hutchins, MA

Treasurer: Leonard Campos, PhD
Ed Gurowitz, PhD

Trustees: Bill Ballard; Mary Boulton, PhD; Joe Cassius, PhD; Valerie Chang, MSW; Richard Erskine, PhD; Patricia Faizett; Birger Gooss, MD; Mary Goulding, MSW; Herb Hamsher, PhD; Jim Horewitz, MD; Rita Justice, PhD; Larry Kokkelenberg, PhD; Les Kadis, MD; Inger Milstone, MA; Carlo Moiso, MD; Joanne Moses, PhD; Russ Osnes; Gisele Richardson; Denton Roberts, BD; Patt Savastano; Bethany Schactner; Jonathon Wagner, BD.

Official Notice of Business Meeting

Notice is hereby given on an ITAA Business Meeting to be held in conjunction with the Summer Conference on Thursday, August 9, 1979 from 2:30 to 5:00pm in Snowmass, Colorado.

Laurie Weiss, ITAA Secretary

Members Forum

Human/huwoman Gropings

Dear Sir/Madam:

The he/she, man/woman, him/her syndrome in TA writing is getting so cumbersome it's becoming impossible to concentrate on the body of the work. There is such fear in the writer that someone's — his/her — feelings will be hurt. May I suggest that woman authors/authoresses use the feminine, and man authoresses/authors use the masculine?

Come on now, we are all adult persons/per-daughters — we will understand. If only Eric were here, he would have a new vocabulary for us. Failing that, he surely must be laughing at our human/huwoman gropings!

Sincerely,
Grace Berne Rose

Important Issues Raised About ITAA Credentialling Process

Dear Ruth:

. . . I am requesting that my status . . . as a CPTM be returned to Clinical Membership only. This is a decision that I have been reluctant to make and have been considering for quite some time. Because I . . . value ITAA and my association with it, I am sharing . . . some of my reasons for this decision.

I am presently functioning as a CPTM as a result of an extension provided for me at the Cincinnati Conference. At that time it was made clear to me that, were I not to fulfill the requirements for achieving my TM by the end of this extension, it would be necessary for me to take a CPTM Training Workshop. After having conducted a training program for over four years, having had a number of persons join ITAA as a result of 101s which I taught, and having given conference presentations, etc., I do not believe that I can justify either the time or the money, which I estimate to be close to $1,000, to take a course to learn how to be a trainer.

. . . In the past two years, I have had a declining number of clinical trainees interested in achieving advanced ITAA status . . . One person . . . had passed the written exam and chose . . . not to continue with CM status. This same person, along with a number of other people, has not lost interest in TA as a treatment method. I do continue to have some persons who have expressed interest in continuing with professional development and training, utilizing the TA model, but they are in no way interested in the ITAA credentialling process. They cite the rigidity, expense and organizational disruption in ITAA as reasons . . . .

Finally, in the last two years I have received almost no communication from ITAA regarding even the most basic organizational information or issues being considered regarding training prior to their implementation. The communications which have been received . . . seem to [reflect changes which] have made the attainment of advanced status . . . increasingly more difficult and . . . expensive. I do feel anger and disappointment about this.

I am requesting . . . that I be certified to instruct official 101s and . . . that this . . . be granted based on the experience and criteria which I have fulfilled in the process of working towards my TM.

I value very much the learning and growth which I have made utilizing TA . . . .

Sincerely,
E. Lee Webster

Dear Lee:

Thank you for sharing your concerns. I agree that the issues you raise need to be thoughtfully considered by this organization.

Sincerely,
Ruth McClendon

Dear Marge [Marge Reddington, TSC Chairperson]:

It is with both sadness and anger that I submit my resignation from PTM status. My resignation is based on my unwillingness to further serve on oral exam boards or to sponsor anyone for CM or SFM.

At the oral exams in Atlanta, one of my trainees was deferred. I listened to the tape of her exam and was appalled at the ineptness of the board. We will appeal the decision . . . to have the inadequacies of the examining process documented. She no longer wants to be a CM . . . This . . . was the second trainee I have had deferred. In both instances, the candidates were examined by TMs and PTMs before going for orals. In those pre-exam reviews, they received unequivocal recommendations to proceed with orals. I consider myself a competent trainer and have chaired enough boards to know the quality of my trainees relative to other examinees, and I believe both women were knowledgeable in TA, knew how to apply it, and were in every other way qualified to be certified members . . . . To be told . . . "You are not good enough to be one of us" is, . . . confusing.

. . . The oral exam procedure is very subjective . . . . *Who* sits on the examining board has a major effect in determining the outcome. I have chaired and sat on boards where it was necessary for me to exert enormous control and use major confrontations to keep a quality candidate from being deferred. It seems . . . some members would prefer to exclude rather than include new members.

I think the ITAA . . . is becoming an organization with a goal of exclusion. I feel sad . . . because . . . many talented, loving people will be excluded or will decide to stay away. I don't plan on staying away. I have many friends in ITAA and I will continue to be involved. I will not, however, subject people I love to the kind of abuse that is always a distinct possibility given the present examining structure. Reform is badly needed, and I would be glad to contribute to any corrective effort.

Sincerely,
Rita Justice, PhD, CM

Dear Rita:

I regret your resignation. Your letter is one that I almost can't answer. While I agree that we have an imperfect system, it is neither the intent, the spirit or the policy of the organization to exclude people. People are not, "told, in effect, 'You are not good enough to be one of us.' " What people are told is, "Your TA skills do not meet our criteria at this time," or "You don't present what you know in a way that the board can pass you."

I value your ideas and I invite your suggestions for improvement. Too often people are critical without any positive input for change.

My concern, however, is centered on the general tone of your letter which emphatically states that the organization is dedicated to the exclusion of competent people through a position of non-caring. It is this thinking/feeling set which I fear can lead to the weakening of the organization. Other circumstances had impact on the deferral of your candidate and I wonder if you would re-consider your strong statement which categorically condemns the system and the organization.

Sincerely,
Marge Reddington

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Editor's Note: the Training Standards Committee meeting will be held in Snowmass at the Summer Conference, Tuesday, August 7, 1979 from 2-10pm. If you have any input for that meeting, I suggest that you write to Marge Reddington, chairperson of TSC or contact one of the members of the Committee (see March, 1979 Script *for list of Committee members).*

ERA Contributions How Do They Reflect On ITAA?

The ITAA has taken a stand supporting the passage of the Equal Rights Amendment. When asked to back up this stand with a financial commitment, the Board voted, on behalf of the membership, to send a $1,000 contribution to ERA America. In February, the membership was asked to directly participate in this commitment by making personal contributions towards covering this $1,000. The idea was that the money sent to ERA America would consist of individual contributions, with the ITAA adding what was necessary to bring the total up to the $1,000 commitment.

To date, individual contributions have only come to $145.00. While ITAA has kept its promise and has sent the $1,000 to ERA America, the question that arises is, "Where are our members on this?" We still need and request your individual, personal support for this important struggle. The fight over ratification is in its crucial stages — now is the time to make your own statement about human rights by backing up your organization and its commitment to the ERA. Please send contributions to the ITAA c/o Bob Andersen, Executive Director, as soon as possible. Thank you.

John Denver: Individual or Symbol?

Dear *Script:*

I'd like to respond to the two letters in the June *Script* regarding John Denver's speaking at the Summer Conference.

First of all, I would like the members to know that the response to John's speaking has generally been quite favorable — the three letters published in the *Script* to date are most of the negative response that has reached me.

Nonetheless, these letters are important. They clearly spring from the writers' concern about and commitment to solving the problem of world hunger and the face that ITAA will show regarding this important problem. It is also important to note that their view of the Hunger Project is a considered one, and is still only **one** viewpoint (albeit one vigorously promoted in some quarters of the media). There are now over 450,000 people enrolled in the Hunger Project who see it quite differently.

Actually, all that is somewhat off the point. John was not invited as a singer or as a representative of the Hunger Project or of est, but as someone who, like a growing number of entertainers (such as Jane Fonda, Paul Newman, Alan Alda, Ronald Reagan, etc.), is gaining a greater and greater reputaton as a proponent of and speaker on human rights and citizen responsibility and as a spokesperson for the values inherent in the family system as a force for societal viability. As a member of the President's Commission on World Hunger and of the boards of a variety of organizations concerned with hunger, the environment, and other causes, he has a viability and an impact far beyond the narrow identification of him with the Hunger Project.

Again, I am reminded of Berne's reception in professional circles as "that TA guy," and the consequent discounting of all the rest of the man's contributions. I hope all those attending the conference at Snowmass will come to John's talk and hear the man rather than their symbols of who he is or supposedly represents.

Ed Gurowitz, Program Committee Chairperson

ITAA By-laws Proposals

Current By-law 1.13 - Notices of Meetings. Notices of all meetings, whether regular or special, shall be given in writing to all voting members by the Secretary. If the Secretary refuses or neglects to give notice within twenty (20) days prior to the meeting, a voting member may give such notice. Such notices shall be sent to the member's address appearing upon the books of the corporation not less than fifteen (15) days or more than fifty (50) days before such meeting. Notice of any meeting of the membership shall specify the place, the day and hour of the meeting, and in the case of a special meeting, the general nature of the business to be transacted.

Popin Proposal 1.13 - Notice of Meetings. Notices of all meetings, whether regular or special, shall be given in writing to all voting members by the Secretary. If the Secretary refuses or neglects to give notice within *thirty* (*30*) days prior to the meeting, a voting member may give such notice. Such notices shall be sent to the member's address appearing upon the books of the corporation not less than *twenty* (*20*) days or more than *ninety* (*90*) days before before such meeting. Notice of any meeting of the membership shall specify the place, the day and hour of the meeting, and in the case of a special meeting, the general nature of the business to be transacted.

Current By-law 1.14 - Consent to Meetings. The transactions of any meeting of the membership, however called and noticed, shall be valid if a quorum is present either in person or by proxy.

Popin Proposal 1.14 - Delete by-law.

In Support of Popin's Proposal 1.13 and Deletion of 1.14: ITAA counsel has wisely suggested the deletion of 1.14 and modification of 1.13 to assure adequate notice of meetings. I recommend we adopt our counsel's suggestions.

The original wording of 1.14 was constructed when the constitution was rewritten in 1975. At that time, a quorum was 50% of the members, therefore representative in all likelihood. It is now true that an unrepresentative group could assemble and vote and think they could control. By deletion of 1.14 the hazard is completely removed since the total membership must be specifically notified as in the counsel's proposed amendment to 1.13.

Finally, the time limits in the Popin's proposal have been changed to comply with the new California Corporate Code. These allow for a potential financial savings to the ITAA by allowing notice of meetings to go to members in the *Script*. The time limits as they exist do not permit this since we cannot be guaranteed of getting the *Script* to all voting members within 50 days of publication.

—William Holloway

In Support of Popin's Proposal 1.13: this proposal is valuable. As the by-laws stood at the time of the Business Meeting in January, I and three other members of the Association had the option of meeting — perhaps sequestered if we so chose — and conducting Association business using proxy votes that had been assigned to us. We chose not to do so because that would have been irresponsible and an example of the leadership problems we were confronting. Just as we need protection as a membership from our formal leadership's potential errors of judgment, we also need protection from potential errors by the temporary leadership the current by-law affords to proxy-holders.

—David Myers

Current By-law 1.17 - no by-law currently exists.

Myers Proposal 1.17 - Expulsion. *Termination of membership may be made upon a member's refusal to adhere to the organization's code of ethics, or upon a member's being found guilty of ethics violations and failing to respond with a plan of correction. Termination of any member's membership on ethics charges, after having been acted upon by the Board of Trustees in its appeal process, may be appealed by the member to the general membership, the form of this appeal to be the procedures outlined in Article 75, Robert's Rules of Order, newly revised.*

In Support of Myers' Proposal 1.17; our by-laws previously included the right to expel and this was subsequently removed. A member has been expelled at a time when our organization does not clearly have the legal power to expel.

We need very much to get this straightened out and to protect our organization from ruinous lawsuits. Either we need to spell out expulsion, or define that we cannot and do not expel.

The particular form I am recommending here allows the general membership the final say in the matter of expulsion that would be appealed to them, in instances where any member feels his or her appeal has not been fairly treated in the board appeal process. This gives us an added safeguard against actions not in the best interest of the general membership.

—David Myers

In Opposition to Myers' Proposal 1.17: there are several problems with this proposal.

1) It does not include a clear description of the appeal process.

2) It does not bind either the Board or the member whose expulsion has been recommended to *any* time frame.

3) It does not spell out the right of the ITAA to expel a member for non-payment of dues.

4) It does not spell out the financial obligations of the member to the organization.

5) Most importantly, by naming the general membership as an appeals board Myers' proposal potentially sets up every expulsion/termination as a public trial, thus also encouraging (as in the past) the politicization of Ethics Committee recommendations into a popularity contest. Such a general appeal is cumbersome, even unworkable and the proposal offers no suggestion as to how the general membership can hear witnesses, examine data, and discuss, question and clarify evidence. It also does not provide for the protection of members of the ITAA from the public exposure of perhaps unproved and certainly damaging accusations.

Finally, Mr. Myers' statement regarding the power of the organization is based on an apparent misunderstanding of California Corporate law. The ITAA, as a corporation, has the power to expel a member whether or not such a right is spelled out in its by-laws. Mr. Popin's proposed by-law 1.17 simply details the procedures and rights involved, as Mr. Myers' proposed by-law does not.

—Harry Boyd



Harry Boyd

Myers' Reubttal (1.17): Article 75, Robert's Rules of Order, allows the general membership to determine a flexible procedure for the final appeal, fitting the structure to the particular circumstances and does not require a "courtroom" process. I believe the general membership needs the right to appeal. In response to the claim of my misunderstanding the law, I have legal counsel's opinion that a society which repeals or otherwise drops its previous expulsion by-law, as we have, may have forfeited the right to expel. As for a member's financial obligation, it seems the burden of proof and costs for action should be on the organization.

No rebuttal desired by H. Boyd.

Current By-law 1.17 - no by-law currently exists

Popin Proposal 1.17 - Termination of Membership:

(a) A member may resign from membership at any time.

(b) Section (a) above shall not relieve the resigning member from any obligations for charges incurred, services or benefits actually rendered, dues, assessments, or fees, arising from contract or otherwise, and further, said section shall not diminish any right of the corporation to enforce any such obligation or obtain damages for its breach.

(c) A member may be expelled or suspended for:

1. non-payment of dues and/or assessments, or

2. unethical conduct.

(d) A member may be suspended or expelled for unethical conduct only if a recommendation for such has first been made in writing to the executive Committee and/or the Board of Trustees in accord with the rules of the Ethics Committee. The recommendation of the Ethics Committee shall be supported by a written statement of the reasons for the recommendation.

(e) Upon receipt of a recommendation for suspension or expulsion the Board shall notify the member of the recommendation and shall further notify the member of the place, date, and time at which the Board shall act on the recommendation, provided, that such member shall have not less than fifteen (15) days notice of such intended action on the part of the board.

(f) The notice to the member shall be given in writing personally or by first-class or registered mail sent to the last address of the member shown on the corporation's records.

(g) The notice described in subparagraph (e) above shall advise the member that if the Board accepts the recommendation and acts to suspend or expel the member, that such suspension or expulsion shall be effective five (5) days after the Board acts on the recommendation, and that the member has an opportunity to submit a written or oral statement prior to or at the time scheduled for the Board to act on the recommendation.

In Support of Popin's Proposal 1.17: this proposal satisfies the requirements of the California Corporate Code with regards to termination.

1) It includes all forms of resignation/termination and provides a clear statement as to the obligations of the membership contract.

2) It spells out overall procedures for suspension and expulsion so that there will be no future misunderstandings and so that members facing termination have less opportunity to manipulate or threaten through "reinterpretation" of the by-laws.

3) It spells out members' rights of appeal so that they can be seen to apply equally to all members, and not have to be developed ad hoc.

4) By limiting the appeal process to the Board, the proposal sets firm and clear limits as to time and thus prevents disciplinary actions from dragging on for months or years. At the same time, this proposal requires the Board to act promptly and makes clear to the Board what its obligations are.

—Harry Boyd

In Opposition to Popin Proposal 1.17: there are three serious objections to this proposal.

1. The time-table is too rapid to allow the accused member to adequately prepare a response, especially if s/he needs corroborating witnesses and/or materials.

2. The by-law does not specify which code of ethics applies - ITAA's code or others. (In the Schiff matter, hospital practices were cited as a standard for one of the specifics of the charges and there was no ITAA code of ethics at the time.)

3. There is no recourse given to members to finally appeal to the general membership, the body from which all powers of the organization must come. Also, the power to expel is a power to define membership and it is only fair to the membership that they have a final say upon appeal.

—David Myers

Current By-law 1.18 - no by-law currently exists

Myers Proposal 1.18 - Code of Ethics. *Any adoption, amendment, and/or repeal of all or part of a code of ethics, or any premise or article of such a code either required or recommended for members to follow, shall be submitted to the general membership for study in written form at least 90 days*

before a general membership meeting and then be approved by not less than a two-thirds majority of those votes cast at that meeting.

In Support of Myers' Proposal 1.18: the power to establish a code of ethics, and thus, to define an orthodoxy (and enforce it) is one of the most far-reaching powers an organization has with its members. It is important that powerful structures such as codes of ethics not be used to establish a narrow orthodoxy and exclude significant numbers of sincere and valuable members in an organization where our fundamental purpose is the study of mental illness and psychiatric or emotional disorders.

We know from the history of other societies of similar purposes that expelling the "heretics" has led to stagnation, decline, and often, the disbandment of such societies.

Thus, a code of ethics is an instrument which should require a large majority vote of approval by the general membership in the hopes that such a safeguard will assure a code of ethics which does not unduly narrow the range of OK value systems, theoretical positions and treatment methodologies that members use.

You will note that this by-law change, as do several others that I am proposing, requires a vote by the membership. Some may object to this as an additional cost, but I submit to you that declining membership has indicated to me that some of our members are already voting with their checkbooks - and that is far more costly than holding an election. Increased democratic participation, and shaping the organization around the needs of a broader spectrum of its membership should prove to be a financial gain and an investment in growth.

—David Myers

In Opposition to Myers' Proposal 1.18: this amendment would, effectively, prevent ITAA from establishing a code of ethics. The position that the organization should not have such a code is, of course, an arguable one. I do not agree, however, with attempting to block the establishment of such a code by equating ethics with orthodoxy. A code of ethics would simply establish the parameters which we, as responsible professionals, hold to be the boundaries of acceptable **ethical** practices. Every major professional association in the mental health field has a code of ethics, and none seems to be particularly restricting the practices of its members. APA (American Psychological Association), for example, harbors experimentalists, clinicians, behavior modifiers, analysts, TA'ers, and a host of others within a carefully planned and explicit code of ethics. I know of no heretics being expelled, although some unethical practitioners have been. Berne managed quite nicely in the other APA under an even closer ethical code. The membership has already passed By-laws article 4.09 which charges the Ethics Committee to submit a code of ethics to the Board for approval, which presumably would be done, as is all important business, with due canvassing of the membership for feedback, opinions, etc. Far from safeguarding the membership, the proposed amendment would leave the members unprotected by any code and open to the contempt of our professional colleagues as practitioners who are unwilling to police our own house. Any reasonable code of ethics would safeguard legitimate differences in theory and practices. To attempt to operate without an ethics code is to affirm that, in TA, "anything goes," and to keep ourselves at the level of pop psychology. We deserve better.

—Ed Gurowitz



Ed Gurowitz

Myers' Rebuttal (1.18): the opposition seems to boil down to a mistrust of the general membership. To say, that if left up to the membership, there would be no code of ethics is an insult to the intelligence and values of our membership. I suggest we prove that argument wrong by passing the by-law and establishing a code of ethics that is responsible and allows for the variety of practices we in ITAA use. The present committee-drawn code and the problems it presents should be argument enough for letting the general membership decide for itself.

Gurowitz Rebuttal (1.18): the statement that, "left to the general membership there would be no code of ethics," stems not from a mistrust of the general membership, but from an understanding of large group process. If a group such as the general membership *could* draw up a code of ethics together, I would love it, but what would happen would be a different sort of committee; for example, one composed of those attending a particular membership meeting. I prefer a committee appointed for its interest and expertise, of manageable size, and having time and space for careful deliberation to protect it from potential manipulation and demagoguery.

Current By-law 2.01 - Number of Trustees. The Board of Trustees shall consist of twenty-four (24) elected members plus the President, two Vice-presidents, Secretary, Treasurer, and immediate Past-president of the corporation. The number of trustees may be changed by amendment to these by-laws adopted by the vote of two-thirds (2/3rds) of the voting members of the corporation at any meeting of a quorum of the voting members of the corporation.

Myers Proposal 2.01 - Number of Trustees. The Board of Trustees shall consist of *twelve (12) members serving two-year terms, with seven members to be elected on even-numbered years and five members to be elected on odd-numbered years. The Board shall annually elect a chairman to lead its meetings. President, Vice-Presidents, Treasurer and Secretary shall report to the Board though none of these officers shall simultaneously serve on the Board nor shall they vote in its proceedings.* The number of Trustees may be changed by amendment to these by-laws adopted by the vote of two-thirds (2/3rds) of the voting members of the corporation at any meeting of a quorum of the voting members of the corporation.

In Support of Myers' Proposal 2.01: this by-law amendment would have to be enacted in such a way that it would not reduce or remove the term of any existing board member. We have, at present, a governing body with 30 voting members. It is cumbersome and has bogged down for days in complicated and non-productive group process — as witnessed during the 1978 Summer Conference in Montreal.

The board is also very expensive to maintain in its 30-voting member format, as well as being overly cumbersome in group process. As a result, it has been difficult for board members to exercise much authority, most of this being in the hands of a few executives. So, what looks like a lot of representation for the general membership actually becomes, in practical terms, almost no effective representation.

Many organizations with far more complex purposes manage to conduct their business with larger memberships and smaller , more representative boards than we have. Perhaps we can learn from their example and streamline for better group process, reduced expense and more effective representation. I believe it is worth a try.

—David Myers

In Opposition to Myers' Proposal 2.01: I strongly urge that there be no change in the number of Trustees and the relationship of the officers to the Trustees.

There was a time when I favored a smaller Board. I too thought it was cumbersome and I liked efficiency. My colleagues convinced me that a smaller board would result in a tightly knit "in group" which would become less and less representative of the membership. Having been active in other voluntary organizations and seeing this happen convinces me of the wisdom of the larger group.

Myers' statements of the situation in Montreal are not factual when he says, "bogged down for days in complicated and non-productive group process." The board was never bogged down in Montreal. In fact, it spent a tremendous number of hours beyond the usual because of the desire to afford every opportunity to the member charged with ethical violations. The Trustees were carefully reviewing all of the work of the committees previously involved as well as hearing witnesses. The board members accomplished much in the process. Consider Mr. Myers' comments carefully. He was not a participant in the closed sessions on the ethics matters — how can he pronounce what happened? Ask a trustee about Montreal — get facts, not opinions.

—William Holloway

Myer's Rebuttal (2.01): as far as specific claims of effective process in Montreal, I know from board members' accounts, several days were spent on examining ITAA's own procedures in the ethics matter, determining whether the procedures were indeed proper. In January in "Family Report," (copies of which are available from me at Cathexis Institute), using documents available to the Board in Montreal, I showed that illegally-obtained materials had been included in the process. My point about non-productive process stands. Also, I have had wide experiences with both large and small policy-making groups. Often the smaller groups were more representative of their constituencies and usually more effective and certainly less costly.

Holloway's Rebuttal (2.01): Thanks Myers, for actually affirming my position that the Trustees were not bogged down. Remember, the issue here is size of the Board of Trustees and its efficiency. In Montreal, the Board had a very limited time to attend to the conventional business of the Association. They accomplished that business with dispatch.

They also had another task - serving as an appellate body in an ethics proceeding. There they gave extra service and were most honorable.

Statements about illegalities and "wide experience" contained in the rebuttal are extraneous, "non-points" as regards the issue of Board size.



William Holloway

Current By-law 2.02 - Powers. The business of the corporation shall be conducted by the Board of Trustees or officers elected by them.

Myers Proposal 2.02 - Powers. The business of the corporation shall be conducted by the Board of Trustees, *except as provided for in other ways by these by-laws, amendments thereto, and other limits and procedures provided by California law, and such restrictions, limits, repeals or rescindments of Board actions voted by not less than a 55% majority of those voting at a duly-constituted general membership meeting. Any such action, to be binding on the Board, must not be action forbidden by these by-laws.*

Popin Proposal 2.02 - Powers. *The activities and the affairs of the corporation shall be conducted and all corporate powers shall be exercised by or under the direction of the Board. The Board may delegate the management of the activities of the corporation to any person or persons, management company, or committee, however composed, provided that the activities and the affairs of the corporation shall be managed and all corporate powers shall be exercised under the ultimate direction of the Board.*

In Support of Myers' Proposal 2.02: at present, when a majority of the voting membership, in person or in proxy, objects to Board action, it has its remedy only in the severe penalties of removing officers and trustees, either by action at a meeting or in membership law-suits.

We have seen actions which a number of members believe have the effect of changing the fundamental character of our organization without consulting the general membership which our leadership is pledged to serve.

This has led to a great deal of negative feeling and consumed a great amount of time and energy and money. Had the general membership the power to tell the Board of Trustees what it wanted done with the ethics issue in Montreal, and had the Board been required to follow that mandate, some $25,000 in association funds — from the dues of all of us — would have been saved.

While this one issue has been the focus for more than a year, it is also true that our organization has had difficulties for the past five or six years in terms of being representative of the needs, interests and wishes of its members. Indeed, a lot of this has been shifted to members, in the accusations of

"membership passivity." I can remember when more members were vocal, articulate, and well-defined in what they wanted. And I remember that they were often discounted with long-winded, self-serving explanations of why what members wanted was not a "good idea" for the organization. Now members seem more passive. I see a connection. This by-law change would pave the way toward requiring leadership to be more representative of members' wishes and result in more active participation by members.

—David Myers

In Support of Popin's Proposal 2.02 and in Opposition to Myers' Proposal 2.02: support for the Popin proposal is most important since Mr. Myers' proposal contains the potential for disaster which could be created in a "crisis."

The dynamics in the management of a voluntary professional society are complex. In the absence of a "house of delegates," the members at large place a trust in those whom they elect to the Board of Directors and as officers. It is the obligation of the elected officers and trustees to familiarize themselves with the history of the organization, existing policies and procedures, future objectives and the intricate dynamics of the various activities and committees. The members at large seldom have opportunity or time to collect all the facts for themselves; instead, they rely, in good faith, upon those whom they elect. It is my experience that the Trustees of ITAA are independent thinkers who are interested in the views of the members even when that view is held by only a very small minority. In my several years of meeting with the Trustees, I have not experienced them to ever function as puppets of either the president or the Executive Committee. Indeed, they are more likely to challenge them! The Trustees have always taken their responsibilities very seriously. Certainly they have acted at times in a manner which was not appreciated by some members, but that will always be so since there are so many diverse interests.

If it were possible I would prefer that all decisions were accomplished by consensus. Consensus, however, requires that much time be available and is much more difficult in large groups. The Trustees do generally seek to act by consensus, yet as an expedient device, they do operate with majority vote when consensus would appear to take too long. That does not mean that the minority view is ended. It only means that the Trustees understand that they must accomplish certain actions in the now so that business of the ITAA does not grind to a halt.

In a membership general assembly we have special problems. In the ordinary course of events it is likely that the assembled members are roughly representative of the total world-wide membership. The basic fallacy in Mr. Myers' proposal is that he **fails to recognize** that **those present and voting do not always typify the total membership.**

It is most important to realize that there can, at times, be a general assembly which has been loaded by intent with members who seek a particular action. When this occurs, the assembly will be controlled by a temporary majority of an unrepresentative minority. If such an unrepresentative minority were granted the power to limit or rescind the action of the Trustees, there could be great harm done since the total membership would not have been fully informed of the intended action and it could not be reconsidered for at least six months and perhaps a year.

I have faith in the Trustees. If there ever develops evidence of dereliction of duty by one or several, we have mechanisms for removal. I recommend we retain the present status by enacting the changed wording prepared by Mr. Popin. It is in keeping with the California Corporate Code and provides for the day-by-day operation of the Association by a paid, professional staff with the elected members retaining ultimate authority, responsibility and powers.

—William Holloway

Myers' Rebuttal (2.02): I believe the opposition overstates its case. I believe the general membership has good sense and would not often begin, nor give much support, to some "fad" of the moment. I believe large numbers of the membership only mobilize when something is clearly wrong at the leadership level. The by-law I suggest allows for a reasonable way to express the general memberships' right to intervene short of removal of its leadership. Unlike the handling of the Schiff matter, the proposed by-law allows correction without having to get rid of someone.

Holloway's Rebuttal (2.02): I deny that I am "the opposition." I personally support the Popin's proposal and do not support the Myers' proposal.

Myers' rebuttal suggests misunderstanding regarding political process. Mobilization occurs because of emotionality engendered by political leaders presenting incomplete information as total facts. Legislatures, meeting regularly, provide a good balance. Associations, without legislative assemblies, rely on other mechanisms. Elected Trustees are **trusted** to serve the general interests and purposes of the organization. Myers' suggestion is in no way reasonable as intervention since it permits over-riding the Trustees, previously elected by the total membership - not just those assembled at a meeting.

Myers continues to confuse the duty of the Board as a legislative body as distinguished from an appeals body in ethics issues.

Current By-law 2.07 - Notices of Meetings. Written notice of all special meetings of the Board of Trustees shall be delivered personally or sent by mail or telegram to each trustee at the address of the trustees as shown by the records of the corporation at least fifteen (15) days prior to any such meeting.

Popin Proposal 2.07 - Notice of Meetings. Written notice of all special meetings of the Board of Trustees shall be delivered personally or sent by mail or telegram to each trustee as shown by the records of the corporation. *Special meetings of the Board shall be held upon four (4) days notice by first-class mail or forty-eight (48) hours delivered personally by telephone or telegraph.*

In Support of Popin's Proposal 2.07: this proposal allows for greater flexibility in arranging special meetings of the Board through use of telephone notice of meetings. It also has a shorter time requirement. At the same time, protection for the membership against hasty action is present in that Board business cannot be conducted, no matter how long the notice of the meeting time has been out, unless a quorum is present. Proposed amendment to 2.08 also speaks to this change.

—Bob Andersen



David Myers

In Opposition to Popin's Proposal 2.07: this proposal drastically shortens the notice time for Board meetings so that Trustees who, **for whatever reason,** did not have unofficial notice several days prior, would often be unable to attend.

The proposed change is not needed as the existing by-law meets the requirements of the California Corporate Code and gives us additional safeguards against either conscious or unaware manipulation whereby Board members friendly to the particular power structure would be at an advantage in planning their meeting attendance.

Also, the existing by-law puts a brake on action that is too rapid and precipitous, so that there is time to consider topics to be placed on the agenda and to get background data before making decisions.

The change was proposed for the purpose of flexibility. Loosely constructed terms should be examined for what is deleted: "flexibility" for whom to do what, when, for what end, and why?

In the name of fairness — for the best representation of all of the interests of the general membership who elects the Trustees — let's insure that all the Board members get adequate opportunity to attend meetings and have their voices heard.

—David Myers

Current By-law 2.08 - Waiver of Notice. The transaction of a special meeting shall be as valid as if regularly called and noticed, whether or not notice has been properly given if:

(a) All the trustees are present at said meeting, however called and noticed, and sign a written consent thereto; or

(b) A quorum is present at such meeting.

Popin Proposal 2.08 - Waiver of Notice. The transactions of a special meeting of the Board of Trustees shall be as valid as if regularly called and noticed, whether or not notice has been properly given, *if a quorum is present and all trustees sign a waiver of notice.*



Bob Andersen

In Support of Popin's Proposal 2.08: this change was proposed because the present by-law conflicts with the new California Corporate Code. The presence of a quorum will not, per se, cure a defect in notice. (A quorum might be assembled by anyone who could muster sufficient proxy votes.) Under the new Code, the by-laws may not dispense with notice for a special meeting of the Board unless **all** Trustees sign a waiver of notice.

—Bob Andersen

Current By-law 2.12 - Removal. A trustee may be removed from office for cause by the vote of a 2/3rds majority of the trustees.

Popin's Proposal 2.12 - Removal. A trustee may be removed from office for cause by the vote of a 2/3rds majority of the trustees. *Any or all trustees may be removed without cause if such removal is approved by the members by ballot in the manner set forth in Article II, 2.03.*

In Support of Popin's Proposal 2.12: this proposal is expanded to incorporate a section of the new California Corporate Code allowing for the removal of any or all of the Trustees, without cause. The proviso is added that such removal be done through the orderly procedure of a ballot by the full membership in the manner set forth for the election of officers and Trustees.

—Bob Andersen

In Opposition to Popin's Proposal 2.12: "The orderly procedure" of a ballot is not required by the new California Corporate Code and would add as much as 60 to 90 days to the process. I do not believe the general membership attending duly-constructed meetings would remove lightly or irresponsibly. In fact, if a Trustee so behaved as to have the majority of the general membership present desirous of removing him or her, 60 to 90 days might be too long a wait. I trust the good sense of the membership not to need safe-guarding against itself. Popin's proviso is not needed.

—David Myers

Current By-law 4.15 - By-law Committee. The By-law Committee shall consist of three members who will review proposed amendments and advise the Trustees. Review will be in accordance with Article Amendments.

Myers Proposal 4.15 - By-law Committee. *The Committee shall consist of not less than three members who will review proposed amendments and advise the general membership. Review will consist of studying how proposed amendments relate to by-law articles and amendments and applicable statutes of law. The Committee shall report to the members on all proposals tendered to it via The Script.*

In Support of Myers' Proposal 4.15: this protects members from having a screening committee control the by-law process by over-zealous screening, and gives a check-and-balance system so that the membership knows what is going on. The most important change is the emphasis on the placement of by-laws before the general membership, whose fundamental right, under law, has been the source of all power to adopt and change by-laws. This change would serve to make the by-laws more responsive to the wishes of the membership and more representative of those wishes.

—David Myers

In Opposition to Myers' Proposal 4.15: the argument advanced in support of this proposed amendment is misleading on a number of counts. First of all, it asserts that control of the by-laws process is currently vested in a committee. First this ignores the fact that this committee, like all ITAA committees, operates in an open process in its meetings. Second, it ignores the current by-law, which mandates not **screening,** but **review.** Under the "review and advise" process, the committee **must** report all proposed by-laws to the Board - they cannot screen any out, but rather must report on any and all, with recommendations. Thus, the argument for the proposed change ignores that the final authority rests with the Board.

This last point speaks most directly to the two levels suggested in the argument - on the one level we are told that "this change would serve to make the by-laws more responsive to the wishes of the membership." The underlying message is "Don't trust the Board you've elected to represent your wishes to do that. Place the control of the organization with the general membership." There are two problems with this. First, the laws of the State of California are clear in mandating the Board to govern an organization such as ours. Second, the process of 8000 plus people voting on anything is incredibly cumbersome and open to manipulation. The Board is elected out of the wisdom of the members, and turns over by one-third each year. The committees of the Board serve the Board and the membership by facilitating the Board's work. The Board has, historically, been highly available and responsive to the membership, individually and collectively, as the publication of these proposals attests. It works — don't fix it.

—Ed Gurowitz

Myers' Rebuttal (4.15): The Board, as documented in "Family Report" at San Diego in January, took over the membership's rights to pass, amend and delete its own by-laws - a right given to the **membership,** not the Board, by California law. This is argument enough for any by-law which functions to protect the membership's rights. If the Board had been responsible in this matter, I would think the Board would have put the change in rights to by-law changes before the general membership for a vote giving the Board the right, rather than pass on this matter and later announce the action.

Gurowitz Rebuttal (4.15): the argument criticizes action taken some years ago when a former Board passed a whole new set of by-laws. At that time there was ample publicity for all proposed changes, including this one, and adequate time for the membership to make its sentiments known. No objection was raised then, and so the picture of a pernicious Board forcing this on the unsuspecting members is a bit hard to swallow.

Current By-law 4.17 - No by-law currently exists.

Myers Proposal 4.17 - Member's Rights Committee. *A committee shall be established to investigate the impact of organizational procedures, by-laws and other materials and actions of the organization, its elected officers, committees and employees on the rights, responsibilities and professional welfare of individual members. This committee, consisting of not less than five nor more than seven members shall be elected by the general membership for two-year terms, and shall make investigations into matters brought before it by members and report recommended courses of action to the general membership in writing via The Script and at duly-constituted meetings of the general membership. Four members of the committee shall be elected on even-numbered years and three on odd-numbered years. The first members will be elected to a balance of one and two year terms to establish the rotation of elections. No member of this committee shall simultaneously hold any other elected or appointed office.*

In Support of Myers' Proposal 4.17: it is in the best interest of all of us if individual members are protected from harm by organizational structures which produce consequences not in keeping with our fundamental purposes. The committee would serve as an "ombudsman" group and as a watchdog committee that would give the membership early warning of abuses of power and other irregularities harmful to our association.

Based on recent events, one of the first pieces of business for this committee would most likely be investigation of alleged improprieties in the matter of how ethics charges were brought, resulting in expulsion of an advanced member and to see what remedies, if any, the committee may recommend to the general membership, both in this matter and to prevent further occurrences of this nature.

We currently have an ethics committee and a grievance committee, yet neither provide an appropriate forum for some of the questions requiring further scrutiny on behalf of the membership, analysis and report to the general membership.

—David Myers

Current By-law 4.17 - no by-law currently exists.

McNeel Proposal 4.17 - Membership Committee. *The Membership Committee shall advise the Board of Trustees and the membership regarding action on issues related to the membership of the International Transactional Analysis Association.*

In Support of McNeel's Proposal 4.17: the purpose of this committee is to assist and advise both staff and Trustees on issues of recruitment, membership and categories, termination, and reinstatement. It is further to assist and advise the members regarding their rights and responsibilities, interests and needs. The committee will be composed of 7-10 members representing all membership categories.

Currently, membership issues are dealt with piecemeal by staff and by a variety of standing and ad hoc committees - this creates both inefficiency and inconsistency leading frequently to frustration on the part of the members. This also leads to low priorities for membership issues so that important goals, such as Regular Member voting rights, take years to accomplish. (At least two years were spent in getting the RMs organized, represented, and heard, and in getting an ad hoc committee formed to study their issues.)

I believe that the creation of a Membership Committee, charged with the specific responsibility for membership issues, will have enormous benefits for the members in terms of getting consistent, efficient responsiveness and information from the organization, and in terms of having politically powerful representatives to the Board of Trustees.

—Sue Hutchins



Sue Hutchins

Current By-law 4.18 - no by-law currently exists

Myers Proposal 4.18 - Elected Committees, Publication: the Publications Committee of ITAA shall consist of members of the Association who are elected to the committee by the general membership as follows: three members for two-year terms on odd-numbered years and four members for two-year terms on even-numbered years. Any member elected may succeed himself/herself for a second term but not for three consecutive terms. In all respects other than appointment or removal, the Publications Committee shall be subject to the same requirements as all other duly-formed committees established in these by-laws.

No comments either in support of or in opposition to this proposal will be offered here due to lack of time to have them prepared by responsible spokespersons.

Current By-law 6.01 - Amendments. The amendments are to be acted upon in accordance with the code of the state of California. Whenever a member intends to propose an amendment s/he shall submit the proposal to the chairperson of the By-laws Committee. The proposed amendment must be received by the Committee chairperson not less than 60 days prior to the meeting to consider the amendment unless an emergency exists. Emergency consideration shall require the endorsement of the (president) Executive Committee. The proposal shall be reviewed by the Committee to assure that the intent may be achieved if enacted. Such review will include revision of language. Additionally, the Committee shall determine the effect, if any, on other sections of the by-laws and shall report same to the trustees or members before action.

Myers Proposal 6.01 - Amendments. *The power to amend by-laws resides with the general membership* and amendments shall be acted upon in accordance with the code of the state of California. *Members proposing by-law changes are advised that their best course of action will usually be to submit proposed by-law changes to the By-law Committee for study to see if the intent can be achieved if enacted and to determine the proposed change's effect on other by-laws. The Committee shall report on all proposals submitted to it, both to the member submitting the proposed change and to the general membership in writing.*

In Support of Myers' Proposal 6.01: as it now stands, by-law 6.01 may be one of the more serious organizational problems we have. There is some question of its legality, and certainly there is a question of its propriety since it was passed by the Board of Trustees, abridging the membership's right to change by-laws without submitting this change to a vote of the general membership.

The proposed change defines that by-laws, which are the basic rules guiding our organization, are the specific concern of the general membership. The most basic issue is the question of whether the members of our organization trust their own judgment in being able to say what they want and don't want as part of their organization and its service to their interests.

I believe this change essential if we are to operate in a fair, democratic — and clearly legal — framework that is responsive to and representative of the wishes of its members.

—David Myers

In Opposition to Myers' Proposal 6.01: I don't see how an essentially technical article that creates a structure for processing proposed by-laws under both normal and emergency procedures can be seen as a "serious organizational problem." I know of no such problem having arisen since the current by-law 6.01 was passed. Doubtless someone who has proposed by-law changes and/or emergency measures and has not gotten what they wanted would disagree.

The current by-law establishes a procedure of reasonable notice and time to study and review proposed new by-laws under the Board/committee system. It also provides for situations that are, in the judgment of those elected to govern, genuine emergencies. Counsel assures us that it is legal and proper. I fail to see the relevance of the argument that "the most basic issue is . . . whether the general members . . . trust their own judgment . . . ." It seems to me that the issue is whether the members trust their judgment in the officers and Trustees they've elected. This proposal, would have a chilling effect on the ability of the organization to function effectively - the frustration and unease that would be the inevitable sequel of this would leave us ripe for manipulation and ill-considered maneuvering.

The argument for change simply does not stand up to scrutiny.

—Ed Gurowitz

Myers' Rebuttal (6.01: the opposition statement is based on mistrust of the general membership. I believe that democratic institutions work because their membership demonstrates responsible good sense and **delegates** executive functions to its leadership which it then closely watches to see if its interests are being carried out properly. To ask that leadership, because it is elected, be then naively trusted to this function, is to ignore a lot of what the free world has learned about democratic institutions since the signing of the Magna Carta. Let's not become a feudal society with a hierarchical structure and a medieval process.

Gurowitz Rebuttal (6.01): the issue here is obscured by emotionally charged language. Far from *naively* trusting the leadership, the members of an organization as small and connected as ours communicate with the leaders and scrutinize them closely at election time. Furthermore, one-third of the Board is turned over yearly and all the officers bi-annually. This hardly constitutes feudalism!

Calendar

August 9-12, 1979 ITAA Summer Conference, Snowmass, Colorado
January 13-20, 1980 ITAA Winter Congress, San Antonio, Texas

Exam	Exam Date	Location	Application Deadline
CM and SFM Oral Exams	August 8, 1979	Snowmass, Colorado	May 10, 1979
	August 24, 1979	Melbourne, Australia	Immediately
	September 28, 1979	Wellington, New Zealand	July 2, 1979
	October 19, 1979	Toronto, Canada	July 23, 1979
	October 26, 1979	Melbourne, Australia	July 27, 1979
	November 8, 1979	Germany	August 13, 1979
	November 10, 1979	Sao Paulo, Brazil	August 13, 1979
	November 28, 1979	Dearborn, Michigan	August 28, 1979
TM Exams	August 8, 1979	Snowmass, Colorado	May 7, 1979
PTM Contract Workshop	August 12-14, 1979	Snowmass, Colorado	May 14, 1979 ($50 deposit due)
Written Exams	September 28 or 29, 1979	To Be Announced	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 and Exams

PTMs Returning to CM and SFM Status
Roger Armstrong, BA, BD, Greenbrae, California (SFM)
George Deabill, MS, Palo Alto, California (CM)
William Mundy, MD, Kansas City, Missouri (CM)

Rooms Needed for Snowmass Exams

We need more space for exams at the Summer Conference in Snowmass. If you will be staying at the Wildwood Inn and would be willing to let the Training Standards Committee use your room for CM and SFM oral exams on Wednesday, August 8, 1979, please immediately contact Jackie Ward at the ITAA office, 1772 Vallejo St., San Francisco, California 94123, (415) 885-5992. Your help will be greatly appreciated.

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

Committee Update - the following persons have been approved as new committee members:
By-laws Committee - Madelyn Burley Allen, Marsha Fox, W. David Myers
Long Range Policy and Planning Committee - Bethany Schachtner, Jonathon Weiss
Organizational Membership - Linda Delaney, Lucy Freedman
Program Committee - Tom Nissley
Sub-committee on Continuing Education - Virginia Stewart
Sub-Committee on Licensure - Carol Jacques
Social Action Committee - Ted Bruce, Joanne Moses, Denton Roberts (liaison from Scholarship Loan Fund)

Keeping in Touch

Bay-to-Breakers Runners - participants in San Francisco's infamous race included Jack Dusay, Mary Beth Flower, Anne Staheli, Ginny Stewart, Penne Field-Orfila, Dan Orfila, Bob Andersen and 20,000 non-ITAA members.

Socio-Systems Conference, FITICOA, had to be cancelled on the advice of Emmett Walsh's doctor.

The Australasian Journal of Transactional Analysis has been established to provide articles and ideas about TA to the practitioners of Australia and New Zealand and is a major step forward in uniting these areas. Subscription price is $10 for four issues a year. For more information contact the Editor, Box 230 PO, Magill, S.A. 5072, Australia.

In January and February, **Richard Erskine, PhD and Rebecca Trautman, RN, MSW,** visited South Africa to conduct a series of workshops. The racially-integrated workshops were conducted in conjunction with three universities and two mental health organizations. There is a great deal of interest in TA throughout South Africa, particularly in its application to marriage and family problems.

Trans Pubs Screening Process - inquiries from members have prompted us to print again a description of the screening process used by Trans Pubs. In January, 1977, the Board of Trustees decided to drop the Screening Committee on the grounds that the process was lengthy and cumbersome, sometimes depriving the membership of access to a book for a year after publication. Our current objective is to provide a broad range of TA and related materials from which our customers can choose. Although we review books for accuracy and quality, our choices should not be construed as having official ITAA endorsement. As is the case with other bookstores, the best screening committee is you, the readers. We are always open to comments, suggestions and feedback.

Norm Shea
Co-manager, Trans Pubs

TA Materials Needed - the Transactional Analysis Society of India has just established an administrative office at 6, D, Allithurai Road, Trichirapalli - 17, South India 620 017. They are building a library and would like to request complimentary copies of TA books and papers from authors of books, Journal articles, and papers presented at TA conferences as well as summaries from workshops presented at various conferences.

Psychologist Needed - Position Available - TA Community Services, Inc. is looking for a half-time psychologist with a California license or three years post-doctoral experience. They want someone with background in the redecision model and who has experience in doing individual, group and family therapy as well as psychological assessment. If interested, send resume (please do not phone) to Derek Economy, Administrator, 1329 7th Ave., San Francisco, CA 94122.

Marge and Alvyn Freed did a series of workshops in Southern California. In San Bernadino they worked with supervisory personnel in the County Public Health Department and also did two workshops there for health educators. At Fullerton Community College they gave a program that was open to the community based on *TA for Tots, Tot Pac,* and *TA for Teens.* The workshop, entitled "Good Strokes for Small Folks - and Bigger Folks Too" was attended by parents, students and teachers.

Indian Transactional Analysis Conference III - Bombay, January 4-6, 1980. First call for articles for the Souvenir, papers to be presented at the conference and outlines of experiential workshops to be presented at the conference. Proposals must be submitted by July 30, 1979. For more information, contact Cora Menezes, Programme Committee, 'Abhar', Plot No. 332, Flat No. 4, 21st Road, TPS III, Bandra, Bombay - 400 050, India.

Musicians Still Needed - we have only had a few responses from TA folks who would like to participate in summer music-making at the Snowmass Summer Conference. Come on - we know there must be hundreds of you out there who play instruments and who could contribute to string quartets, trios, duos, or whatever! Harry Boyd (cellist and good guy) has offered to provide music - now we need your talent and your instruments. Let's start a new ITAA tradition - music at Summer Conference. If you want to join us, contact Robin Fryer, c/o ITAA office **soon** so that arrangements can be finalized. **Special note of desperation: doesn't anyone out there play the viola?** Or, who learns quickly?

Reminder

Pre-registration for the Summer Conference ends July 15th. Fees increase after that date.

United Airlines is back in service. Call 800-323-0639 (toll free) for reservations to Snowmass.

The Program Committee would welcome your suggestions for themes for future conferences. Please send your ideas to the ITAA office, c/o Marianne Fraticelli.

POST SCRIPT

THE ITAA BULLETIN BOARD

Ad Policy: ads must be in good taste and not include statements which are exaggerated. Ads will be accepted for training given or supervised by a TM or a CM or SFM with TM contract, for scientific meetings of professional organizations, and for books authored by ITAA members or carried through Trans Pubs. Clinical treatment offerings are not acceptable. Ads must emphasize training; do not use words such as "experiential," "personal growth," and "therapy." Words such as "workshop," "marathon," and "seminar" should be training events listed as such; i.e., "training marathon." Products such as tapes, posters, etc. cannot be advertised in the Post Script.

Guidelines: send only clean, photo-ready copy *in one piece* (preferably a stat). Do not send copy in several pieces pasted on cardboard. No xeroxes please. Submitter will be billed for any additional work necessary to prepare ad copy for publication. Location of announcements related to date of receipt in ITAA office, c/o Robin Fryer, Managing Editor. *Please note:* since we use a 10% color screen on ad pages for background color, it is not advisable to use photos or fine line drawings in ads. Both will tend to lose clarity with the color screen. Bold, clear copy is preferable.

Dimensions and Fees: Post Script Ads
Eighth page - 4½" X 3¼" Fee - $100
Quarter page - 4½" X 6½" Fee - $175
Half page - 9½" X 6½" Fee - $300
Classified Ads - minimum 3 lines @ $6/line. Line = 75 characters with spaces counting as a character.

Deadlines: first of the month prior to the month ad is to be published. Please note that second class mail delays mean that the *Script* may arrive up to two months after publication in some parts of the world. Ads should include dates at least two months from the time of publication.

PERSONAL AND PROFESSIONAL
TRAINING WORKSHOP HAWAII

by RON CHING, CPTM
& ART GREER, CM

September 10-15, 1979

ART GREER, social psychologist from Houston (author of NO GROWN-UPS IN HEAVEN and THE SACRED COWS ARE DYING), joins RON CHING for a week-long training program in TA and gestalt therapy for psychotherapists, marriage and family counselors, clergy, etc.

We will also study the relationship between psychology and religion and how pathology, games, scripts can develop and how all counselors can work with this.

Varied schedule to allow for sightseeing, sun-funning, etc. $250 tuition does not include food or lodging; however, you can bunk on our floors. Write Ron Ching, 5290 Kalanianaole Hwy, Honolulu, HI 96821 for reservations and particulars.

NEW FOR SPRING!



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