THE SCRIPT®

Volume X, Number 3 April 1980

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

TRAINING STANDARDS

National Conference Affirms Quality of ITAA Certification Model

"The ITAA's certification process is quite comprehensive... and quite impressive."
Donald K. Stein, Regional Director National Center for the Study of the Professions

In February, the National Center for the Study of the Professions sponsored the National Conference on Competency-based Certification. Since ITAA, through the efforts of the Public Information and Professional Relations Committee, had been active in the inception of a similar conference, three members of the ITAA were present. They are: Les Kadis, chairperson of the Public Information and Professional Relations Committee, Barbara Mueller, co-chairperson of the US section of the Training Standards Committee, and Ken Lessler, the liaison from the Training Standards Committee to the Task Force on Training Standards Philosophy and Goals. The following interview with Les Kadis highlights some of the material which came out of this conference. We thought you, our readers, might be interested in knowing this information since it relates to a major concern of the ITAA — competency-based certification.

* * * * * * *

Script: Les, can you tell us what the purpose of the conference was?
Les: The National Center for the Study of the Professions had received a grant from NIMH to study the certification process. The goal of the conference was to get together as many of the people as possible who are involved in certification. The hope was that, by studying different models of certification, we could compare notes, validate whatever processes are already going on and perhaps develop a network of people who are interested in the problem.
Script: Are you saying that, up until this point, there really hasn't been a network through which people can compare what they're doing in this area?
Les: That's correct. The only people who have done this before to any significant degree are industrial consultants. This is a problem that industry has faced for a long time — how to assess a worker's competency and preparedness for any particular job or for job advancement.
Script: What was ITAA's role in the conference?
Les: We were there at two levels. First, we have a long-standing interest in certification. We were there to present our model both for the information of other conferees and to get some feedback on it from people who have different points of view. Second, ITAA has made a commitment to becoming more active in the professional community at large. Both of these goals were accomplished quite admirably.
Script: Who else attended?
Les: It was a diverse group of about 200. It included representatives from the Division of Manpower Needs at HEW, from state governments at the level of licensure, from different sub-groups that are involved in credentialing such as the Alcohol and Drug Abuse Administration and the National Academy of Mental Health Certifying Agencies. In addition, there were also individuals who are interested in the process and a significant number of industrial consultants.
Script: There has been a large political component to the competency-based certification movement. How do you see this?
Les: Over the years, the government's priorities have shifted from that of training professionals to the development of community-based services, most notably the community mental health centers. A large number of people have received their training on the job rather than through traditional disciplinary methods. They have developed significant competencies, but they don't have any recognition outside of the specific job that they're doing or the specific center at which they are working. They represent a major block of individuals and a major political power. In addition, there has been a rise in the role of the consumer in the delivery of health care. As this has occurred, the consumer has been demanding some evidence of competency and challenging the disciplines as the sole arbitrators of who is competent. Similarly, third-party payers have begun to raise questions about competency in relationship to who will be paid.
Script: Can you say more about the federal government's role in all of this?
Les: The federal government's role is primarily related to the huge outflow of money — where the money goes, the action goes. Essentially, it has moved towards the development of community mental health centers and supported them entirely as a cost-effective means of delivering care to the under-served.
Script: So, the federal government isn't specifically affirming competency-based evaluation?
Les: No, that's not entirely true. In addition, it has supported the National Academy of Mental Health Certifying Agencies, a private organization apart from the government but very definitely supported by HEW. The specific goal of the National Academy is to be the single certifying agency for professionals and non-professionals. So, while it doesn't have a direct governmental function since it is an independent corporation, it does have the full support of the National Institute of Health.
Script: I understand that several different models of competency-based certification were presented at the conference. Can you tell us a bit about them?
Les: People have hardly even begun to talk about competency-based training. They are talking about competency-based certification or credentialing. In this case, those terms are used interchangeably.

continued on back page

For more on Training Standards Issues, see special insert- page 5

Official Proxy Vote Form for Business Meeting

Please note this is the official form. Please use it. Be sure to sign mailing label on reverse side of form and mail to ITAA by July 18, 1980. Due to the large number of voting members, we will no longer be able to accept on-site registration of proxies.

I, (please print name) _____, herewith assign my proxy vote to (print name) _____, to be voted at their discretion in accordance with my wishes as indicated below, or the secretary of ITAA _____ to be voted in accordance with the recommendations of the Executive Committee at the Business Meeting of the International Transactional Analysis Association convening on Friday, August 8, 1980 in San Francisco.

Signature _____

Date _____

Use the following space to indicate your wishes on particular issues (attach an additional sheet if needed.)

August, 1980 Business Meeting

Notice is hereby given of an ITAA Business Meeting to be held Friday, August 8, 1980 in conjunction with the Summer Conference in San Francisco.

Sue Hutchins, ITAA Secretary

Granting of Proxy Votes

The by-laws state that the quorum for conducting business at the Business Meeting is 5% of the qualified voting members. With an international organization such as ITAA, it is often difficult to physically assemble a quorum. To avoid the situation where no business can be done because there is not a quorum, the by-laws have provided for the granting of proxies. Proxies can be appointed in two ways:

A. To another voting member — make sure your proxy choice is actually planning to attend the August 8, 1980 Business Meeting.
B. To the Secretary of ITAA — she will vote in accordance with recommendations made by the ITAA Executive Committee. If they have made none on a given issue, the vote will count as an abstention.

Voting Instructions

1. Fill out the proxy form here. Please do not send hand-written letters or other forms.
2. Place your signature across the face of the mailing label on the backside of the form.
3. Place the form in an envelope, stamp, seal and mail it to ITAA, 1772 Vallejo St., San Francisco, CA 94123. It must arrive there no later than July 18, 1980.

Important note: as of January 1, 1980, because of changes in the California State Corporate Code under which ITAA must operate, we will be permitted to count general proxies (those without specific instructions) only for the purpose of determining a quorum. When a vote is taken, the only proxies that will be counted as votes are those which give the holder specific instructions as to how to vote the proxy on that issue.

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

Editor ..... Ken Ernst, PhD
Managing Editor ..... Robin Fryer, MSW

Script Editorial Board (Sub-committee of Public Information and Professional Relations Committee): Les Kadis, Penee Field-Orfila, John James.

Deadlines: receipt in ITAA office on the first of the month prior to the month of publication; i.e., Jan. 1 for February issue.

The Script is published monthly (except January and August) by the International Transactional Analysis Association. The subscription rate is $2 a year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at 1772 Vallejo St., San Francisco, CA 94123. Second class postage paid at San Francisco, California (ISSN 0164-7393).

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.

Voracious Appetite for Script Surveys

Plea for Help — we have been eagerly pouring over the *Script* surveys that some of you lovelies have sent in, but WE WANT MORE! If you haven't taken the five minutes to fill yours out (back page, February *Script*), **please**, pretty please, do it now. We really are taking all of your comments very seriously and hope to implement some of your terrific suggestions soon.

Vital Information Department

It's time for a new directory! As in the past, the directory will contain both alphabetical and geographical listings. And, to facilitate ready reference, the geographical section will also contain each member's city. All address changes and dues payments must be received in the ITAA office by May 15 for your name to appear in the new directory. Since members whose accounts are "over-due" will *not* be listed, please send your annual dues payment in with the first notice invoice. Send suggestions for the directory to Linda Willard, c/o ITAA office.

Book Review

Transactional Analysis Revisited

BY Taibi Kahler, PhD

Human Development Publications, 1978
$12.95 Available through Trans Pubs

Reviewed by Jack Vander Woude

Transactional Analysis Revisited resulted from Kahler's need to bring closure to a period of his life which was largely devoted to the integration of Berne's Classical School of Transactional Analysis with his own theoretical developments (the Process Therapy School). In this book we find the most complete unveiling to date of Kahler's theoretical contributions to the theory and practice of transactional analysis.

The reader should be prepared for an emotional as well as an intellectual experience. The ideas Kahler presents will leave only those who have been lobotomized from any concern for TA theory or methodology without constant or (maybe even worse) alternating attacks of exhilaration and/or exasperation. Although *TA Revisited* contains a succinct review of the work of some of the "giants" in TA theory, it is not simply a "rehash" of existing theory and practice. It is also a thoughtful and challenging addition to many of the ideas that have been granted "cannon" status within transactional analysis.

The difference between structure and function is basic to Kahler's thinking. Emphasizing this distinction repeatedly, he unravels much confusion by squarely placing theoretical and conjectural (i.e., structural) concepts in juxtaposition with terms describing directly observable and measurable (i.e., functional) behaviors. The resulting clarity is reflected in a new structural diagram in which he divides each ego state into opinions, thoughts and feelings, and a new functional diagram depicting "OK" and "not-OK" functional aspects along with four levels of inviting "not-OKness" from the Adapted Child.

Without question, the last place in which this reviewer wanted to see any revision was in the area of script theory. It wasn't because I couldn't handle another diagram as much as because I hadn't found any of the existing script matrices to be that useful in clinical practice.

Well, Kahler did it. Not only once, but twice (a structural and functional script matrix)! I'm not sure I'll be using these new diagrams any more than I have any of the others, but I am intrigued with Kahler's notion that script injunctions are passed on behaviorally (as "stoppers") through not-OK Critical Parent and not-OK Adapted Child (i.e., Vengeful Child). The structural level (which has been center stage in TA script theory until now) is regarded by the author as important only in that it determines the content and the severity of the script. He concludes, therefore, that it is more important to be dealing with "how" script is being passed on at a process level than it is to be absorbed with the content or theme of the script. Once again, we are invited to return to the transactional elements emphasized by Berne at the time that TA was conceived.

Additional flavoring is given by Kahler's helpful review of several theories of rackets, a division of "units of recognition" into strokes and discounts, an explanation for why "game theory . . . clinical applications are waning," a discussion of marriage contracts and divorce, an in-depth presentation of the six process scripts, an updated version of the miniscript concept and technique, and a chapter on script supervision.

Finally, most readers will find it refreshing that Kahler has broken with "literary tradition" by making liberal use of the pronoun "I" and other references, comments and opinions generally considered to be far too "personal" and "straight-forward."

Jack D. Vander Woude, Ph.D., is a psychologist in private practice and the Director of the Southwest Center of Transactional Analysis (Tempe, Arizona). He is a Clinical Teaching Member and Chairman of the Research Committee of the ITAA. His special area of interest is combining the theory and techniques of hypnosis with transactional analysis.



Rudy Rogoll (rear center with glasses) and his oldest training group.

Rudy Rogoll, TM, from Germany reports that TA is spreading there enormously. The group he is in, composed of 11 German PTM's and two TM's, has a waiting list for training candidates from one to three years. The applications are primarily from psychologists and social workers. Fortunately, he reports, the number of physicians in private practice as well as in psychiatric hospitals who want to learn TA is increasing too. Right now he has six psychoanalysts in training and he says they learn a great deal from each other. In addition, the number of members in the five-year-old national German TA Association (DGTA) has doubled in the last year. In order to train more therapists in a shorter amount of time, Rudy has given up most of his private practice. He now has three training groups at home and two outside which he sees regularly on a bi-monthly basis. From these 76 people, 21 are now under CM, SFM and TM contract. Finally, Rudy reports that the 3rd DGTA Conference will take place October 3-5, 1980 in Norderney. Good work!

Do you have any experience with foundations? If the ITAA could get grants for some of its work, for example, scholarships or major speakers at conferences, it would free up funds for use on other projects. If you have experience in this area and would be willing to help, contact Executive Director Bob Andersen at the ITAA office.

Warm Fuzzy Society of the Great Wall of China - Darrell Byington of Tacoma, WA took 1,000 warm fuzzies with him on his recent visit to China. During his stay, he took a trip to the Great Wall of China where he stuck warm fuzzies on 300 children who were visiting there. He reported that large crowds gathered all over China whenever he stopped to stick warm fuzzies on the children. How's that for a good-will ambassador?

Members Forum

Dear Leonard:

It was great to hear from you again via your letter to me in the February *Script*. Thanks for the strokes. I, too, think "patience" and "hope" can be OK words. However, I see them being over-used at present. As Steve Karpman has pointed out, "over-anything" is a problem. I was mostly talking about *emphasis* in my letter — emphasis on TA as a system, rather than on us as people, who created and are the system.

Why has TA failed? I'm glad you asked! It (we) have failed because we are overly idealistic, because we grope for social reform without achieving it, because we persist in adolescence, because we are rigid about our theory, because we compete rather than join together for mutual betterment, because we avoid and deny rather than create.

So we're human. You and I know that Eric was fallibly human, too. I'm simply advocating we look to the best he had to offer, and to the best in ourselves.

My best to you,
Mel Boyce

News from India - the Transactional Analytic Centre for Education and Training (TACET) opened recently in New Delhi. Congratulations to OS Summerton upon being nominated President-designate of the Transactional Analysis Society of India (TASI). The new First Vice-president will be Pearl Drego, PTM, and the new Second Vice-President will be Carol Huss, PTM. Secretary and Treasurer, Philip and Ratnam respectively, will remain in office until next year. Kristyn Huige just completed a three-day workshop for professionals of Delhi and was a guest of TACET.

French student wants internship in US institution or private hospital - a 24 year old second-year social work student (BA), with experience working with mentally ill young people and delinquents, is interested in pursuing the uses of TA in social work, particularly group therapy. She will be in the US from September, 1980 to June, 1981 and hopes to find an institution or private hospital in which to complete her third-year internship. If you can help, write Ghistaine Chambon, 103 Rue des Glacies, 02100 St. Quentin, France.

Keeping in Touch

Information wanted about TA activites in Indonesia— Brigitte Venker is moving to Indonesia and is interested in organizing some workshops there for managers and people in the helping professions. If you are interested or know someone who would like to support such a project, please contact Brigitte Venker, c/o Deminex Indonesia, Jl. H.R. Rasuna Said 62, PO Box 3021 JKT., Jakarta, Indonesia.



Training marathon in Makaha, Oahu led by Ron Ching (far left) and Art Greer (next to Ron). The group included psychologists, counselors, social workers, chaplains, and lay people.

Asthma Cure Camp Organized in India

The TA Study Group of Trichy, India, which is affiliated with the Transactional Analysis Society of India, organized a two week Asthma Cure Camp in early December. Prakash, who is 30 years old, had asthma for 25 years before getting rid of 65% of it by practicing yoga and the other 35% by using TA and going through psychotherapy. His experience, and that of Mr. Ratnam, was the basis for the study group's plan for an innovative, multidisciplinary approach to the cure of asthma.

There were 35 participants in the Camp and many reported tremendous improvement. A close watch on their progress shows that these techniques have great potential for curing asthma and other psychosomatic diseases such as hypertension, diabetes and colitis. It is fascinating to note that the ancient wisdom of Tamil Nadu described asthma as "Thihai" (stunned, not being able to decide) and "Yengal" (yearning for affection).

Many diseases have psychosomatic components. This program dealt with the body, mind and spirit in a Wholistic approach. Yoga, savasana and hypnosis dealt with the body, meditation with the spirit, and TA, personal growth and therapy with the emotions and mind. The approach was an interdisciplinary one.

In the TA component, TA principles and the characteristics of asthmatics were presented. Participants worked through their problems and their inner conflicts. They learned about getting, accepting and asking for strokes, their rackets and games, how to make decisions that feel good, miniscripts and their drivers and allowers, script injunctions, counter injunctions and how to deal with related issues, and how to deal with their emotions. They learned to increase their stroking, self-esteem, self-identity and to take care of themselves.

The yoga included Neti and Kunjal (cleansing practices), asanas for body fitness, Pranayama for breathing, savasana and meditation for relaxation, to attain peace of mind and learn philosophical attitudes. They were also taught asanas that will be helpful during asthma attacks.

Self-hypnosis taught them relaxation and visualisation which helped to avoid asthma attacks and increased their body resistance.

Body massage helped them to locate areas where they were storing emotions and how to deal with these feelings. Certain types of massage brought them relief during and after attacks. Massage was also a medium through which they recieved the love and affection which many of them seemed to need so badly.

Lessons on good nutrition helped them to learn the proper use of foods. Asthmatics are fond of sweets and need to cut down on them. Other points that were stressed during the work on nutrition included avoiding gas producing foods, not eating dinner after 7pm, and drinking more water. The camp also stressed self-responsibility. The key point was that only they can cure themselves of asthma; the teachers and leaders were only facilitators.

The daily regimen of the camp was as follows:

Daily, 7-9am and 6-8pm: yoga exercises
Day 1-3: introduction to TA
Days 4-6: therapy groups
Days 7-8: self hypnosis
Days 10-14: massage, diet, homeopathy and asthmas, allopathy and asthma, sidda system of medicine and yoga, ayurveda system of medicine and yoga, yoga and asthma.

Some of the results:

A 24 year old girl, who had suffered from asthma for 21½ years, has reduced her intake of tablets from 10 to 2 a day. She did this within a month and is gradually continuing to reduce her intake more, increasing her confidence and improving her health.

Others who have participated fully and who continue their exercises, diet, and who have changed their stroking and decision making patterns, report similar improvements.

Editor's Note: it would be interesting to compare this group with a control group to determine further the precise effects of the methods used.

POST SCRIPT

THE ITAA BULLETIN BOARD

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 is up to the discretion of the 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 lose clarity with the color screen. Bold, clear copy is preferable.

Dimensions and Fees: Post Script Ads
Eighth page - 4½" across X 3¼" down $100
Quarter page - 4½" across X 6½" down $175
Half page - 9½" across X 6½" down $300

Classified Advertising

TRAINING IN HAWAII. **June 23-29** with Art Greer (NO GROWN-UPS IN HEAVEN), CM, and Ron Ching, CPTM, for all helping professionals and CM, SFM trainees: $450 includes food and lodging. Deposit: $100 (non-refundable after 6/2). At beautiful ocean setting in Makaha, Oahu; private facilities, pool and island hospitality, cuisine. Write Ron Ching, 5290 Kalanianaole Hwy, Honolulu, HI 96821; 808/373-4593. New theories, techniques, supervision.

GOING TO THE EATA CONFERENCE IN BRIGHTON, ENGLAND IN JULY? Mel Boyce is organizing a tax deductible, two week tour, at rock bottom prices, to England, where the group will take in the conference, make side trips to London and Shakespeare country, then move on to France and Germany, with excursions to Paris, Versailles, Heidelberg, and down the Rhine River, or tripping on your own. Deposits of $200 per person are due by May 1. At conference time in Brighton, Mel Boyce will lead a one day intensive participation workshop titled "The Best of TA Theory Applied to Therapy, Education and Business." Cost: $75 per person. Write Mel Boyce, Box 492, Corte Madera, CA 94925 or call (415) 924-7331.

"Joan Minninger, PhD. SFM, combines infectious Free Child enthusiasm with Adult knowledge of what works to unblock writers" (Dennis Briskin, Review, ITAA Summer Conference). Now her book, *Free Yourself to Write*, shows how you can write spontaneously from Child without editing first. For your postpaid copy, send $11.50 to WIT, 191 Edgewood, san Francisco, CA 94117.

WEST LOS ANGELES GROUP THERAPY INSTITUTE
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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.

Ruth McClendon, M.S.W. Leslie B. Kadis, M.D.

1980 WORKSHOP PROGRAMS
in
THE PRACTICE OF FAMILY THERAPY
An Integrated Family Systems
TA/Gestalt Approach

July 7 to August 2, 1980

A one month intensive workshop where the focus will be on recognizing, understanding and working with family systems and the individuals who make up those systems. The format will include both didactic and video tape presentations along with "live" work with participants involved in simulations of their own family of origin. Trainees will receive supervision of their work with either simulated families or when experience permits patient families.

Fee: $1100.00 *Deposit:* $200.00

August 11 to August 16, 1980

A one week experience where the focus will be on the theory and practice of working with individual families and multiple family groups. Intensive supervision available for advanced therapists. Beginning therapists will participate in simulations.

Fee: $350.00 *Deposit:* $100.00

Both workshops will be held at our home in Santa Cruz, California. Many different types of accommodations are available in the area and we will help you locate them. Fees include daily lunches. Enrollment is limited.

Send deposits or information requests to:

PROJECT :: FAMILY
Ruth McClendon, M.S.W.
Leslie B. Kadis, M.D.
P.O. Box 190 • Aptos, Ca. 95003 • (408) 688-7167

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by
Taibi Kahler, Ph.D.

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Special Training Standards Insert

The purpose of this special insert is to bring you up-to-date on Training Standards Committee (TSC) procedures and policies. It is not meant to be comprehensive. The Training Standards Manual (available from Trans Pubs) or letters to the TSC will provide more detailed information. The factual material presented here focuses on generally needed information and consumer information. The issues discussed offer an opportunity for input from members at all levels. The TSC is also offering both a one-day Institute for PTM's in August and an informational meeting during the summer conference for candidates at all levels.

In the interest of further humanizing the exam process, the TSC has made a formal commitment to the existence of Child Welfare for candidates taking the exams and to a party afterward for all examiners and candidates. A special process session will be held for those candidates who are deferred or those who pass and still have some uncomfortable feelings about their exam experience.

The TSC operates on the premise that what is being examined is the candidate's current level of competency, not their basic OKness. Obviously, the candidates who are deferred may feel a range of "negative emotions." Some may even experience themselves as Not OK. There may even be boards who behave as if the candidate is Not OK. The role of the boards is to evaluate demonstrated competency. One can be inadequately prepared for the boards (as a result of their training, their own personal issues, or the existence of the occasional inadequate board) without being inadequate as a person. The TSC receives some letters which suggest that any deferral constitutes the board taking the position of I'm OK—You're Not OK. Unfortunately, the research suggests that self-evaluation is the least accurate predicter of competence. Consequently, we need to use external criteria. That the resulting exam process is not without its difficulties and errors hardly means that the process is not worthwhile.

We do solicit your suggestions, your feedback and your strokes. A recent poll of TSC members suggests that the majority of them had some bad experience with their own exam process. We are a part of the "us" of the ITAA, not some rigid "them." Keep in touch.

The Facts

Contract Exceptions

The function of the Contract Exceptions Sub-committee is to make decisions about individual requests for exceptions to the general provisions established in training contracts. It is not to establish new policies. The process of getting a contract exception involves several steps. First the candidate needs to discuss the request for an exception with their sponsor and ask the sponsor to fill out the request for an exception. The exception request is then sent to Jackie Ward-Flaggs at the ITAA office. Copies of the request are sent to Contract Exception Sub-committee members. Each committee member makes a decision on the request and mails their response to the Contract Exception Sub-committee chairperson. A letter is then sent to the candidate giving the committee's response to the contract exception. Because of the number of people involved and the amount of mailing back and forth that must take place, three months is often necessary to complete the process. Please take good care of yourself and allow plenty of time.

It is not the function of the Contract Exception Sub-committee to establish rules. Each exception is considered individually. Committee members make every attempt to come to a fair and caring decision that takes into account all of the reasons the candidate needs the exception. It is up to you to validate your request for an exception by giving us all the relevant facts.

Publications and Training Materials

The purpose of this sub-committee is to review written materials which purport to prepare candidates for written or oral exams. We have approved *no* written materials except the "Advanced Membership Content Outline" and the "Training Standards Manual."

The Written Exam

The standard written exam for US/Canadian candidates is a 200 question, multiple-choice test developed in conjunction with the Educational Testing Service.

The TSC Manual (published in 1977 and available through Trans Pubs) provides specific information and instructions for all aspects of training and examination procedures. Included in the Manual is a section giving a description of the written exam, study suggestions, and test content outlines.

Two test content outlines are available for the written exam. Test Content Outline (I), with five sections, is the outline on which the selection of exam questions and score reports are based. The Revised Test Content Outline (II) is recommended as a study guide giving more specifics under topic areas.

For the 1980 written exam, the primary emphasis in content will be Eric Berne's books and TA literature before 1975. This does not limit the content to these references, but instead is intended to inform you that more recent TA literature will not be as heavily weighed in the written exam you will be taking. This specific information applies to the 1980 written exams ONLY. It will not apply in the future.

Due to translation and adminsitraiton difficulties, the written exam for candidates outside the US and Canada is an essay exam scored by an advanced member designated by the TSC. Decisions about how to use this written exam are made by the geographic region conducting exams with approval by the TSC. Australia and New Zealand have decided to require passage of this written exam as a prerequisite for entrance to oral exams. This is not the case in other areas. The procedure decided upon by a geographical region conducting exams must be put into writing and made available to local candidates and be on record in the ITAA office.

The TSC is currently considering ways to slowly phase out the current multiple-choice form of the written exam. Proposals for alternatives to assess candidates' knowledge of theory (*not* applications) will be considered by the TSC in this process. Please share your ideas with us.

Oral Exams

Requirements of Sponsor: the sponsor not only signs a contract and provides training and supervision, s/he needs to be an adviser to trainees regarding the exam process. The sponsor should also have developed reliable methods for evaluating a candidate's readiness for certification. While these functions obviously are related to the supervisory process, it is desirable for the sponsor to develop special evaluative procedures to determine the trainee's competence and readiness for the certifying exam.

No candidate will be examined without audio tape examples of application. Since the tape examples of a candidate's application of TA are a primary basis for the oral examiner's evaluation, it is the obligation of a sponsor to engage in a detailed review of the recorded examples to determine that the quality of recording is adequate and that the content does, in fact, demonstrate that it is TA which is being applied effectively. Knowledge and use of other modalities is acceptable when combined with TA in a meaningful manner. However, other modalities must complement TA as a primary approach. Members outside the US and Canada will be tested on theory as well as on clinical application at the time of examination.

The sponsor must also sign the "Endorsement to Examination" form which attests to the completion of the contractual requirements. Therefore, the sponsor will have thoroughly reviewed the trainee's records to affirm that the documentation of the activities required by the contract is adequate.

Requirements of the Candidate: candidates must be well prepared at the time of examination. They should be satisfied that their sponsor has used effective methods to evaluate their readiness for certification. Prior to the certifying exam, they will have submitted the appropriate written exam.

The trainees must bring certain items to the exam. The first is the record which documents the various events through which the contractual requirements were completed. This is generally identified as the training record or log. It contains information about the date, place, content, etc. of several areas as follows:

A. Advanced TA Training — the contract requirement is for a minimum of 50 hours, though most candidates have many more. Included in this category are: organized training events consisting of lectures, discussion or demonstration; TA group treatment; supervised peer group (treatment learning groups); and workshops and conference programs which have been provided by TM's or PTM's and where inclusion is approved by the candidate's sponsor.

B. Applied TA — for CM candidates this consists of their performance as a psychotherapist leading a TA treatment group or a TA family group. These services as a psychotherapist are to be supervised and it is the specific supervision of these services which is to be recorded in compliance with the contractual supervisory requirements. Individual psychotherapy using TA may be included. It should be clearly understood, however, that most all of the 150 hours minimum should be in the form of group or family treatment. Candidates whose total experience as a TA therapist is limited must realize that ITAA places a great emphasis on experiences of group treatment.

For SFM candidates, this consists of their performance of services consistent with the designated special application of TA. This will likely be teaching or consultation. SFM candidates are not to engage in the clinical practice of psychotherapy.

Application of TA as described above is the basis for making the audio tape recordings, which will be presented at the oral exam.

C. TA Supervision — ITAA requires that there be a minimum of 50 hours and most candidates will have had more. Supervision consists of discussion between sponsor and candidate regarding the candidate's application of TA. It is the process within which the candidate reconsiders specific events to see where their instruction and interventions have served to facilitate or inhibit the intended accomplishments which were desired by the clients and/or patients served by the candidate. Two forms of supervision which provide the supervisor with an active opportunity to know the candidate's style are direct observation and review of recorded sessions (audio or video). Supervision sessions also provide a time for discussion of alternative approaches which might have been used. Since a common source of limited effectiveness in application consists of the trainee's unresolved personal script patterns, the supervisor will also identify the need for personal changes by the candidate.

Supervision may be done individually or in groups and in addition may also consist of verbal reports,

continuing case study, and bringing a patient to the supervisor. The *supervised peer group* within which trainees demonstrate and learn therapeutic skills is not creditable as supervision — it is classified as advanced TA training. The manner in which credit is given for supervision is as follows:

1. Individual supervision — one hour of credit for each 45-60 minute session.

2. Group supervision (2-3 persons) — one hour of credit for each hour of the session to each candidate present provided they present material for supervision during the time scheduled.

3. Group supervision (4 or more persons) — credit is granted only to those who make a significant presentation during the session. When a trainee is present in a group supervision session but does not personally present material for supervision, they will not be given credit for supervision. Instead, credit for the period of time is to be given in the category "Advanced TA Training." One hour of supervision credit is given for each significant presentation by a candidate. An example follows for a 3-hour group supervision session of 6 candidates and how each would receive supervision and Advanced TA Training credits:

Candidate	Presents	Sup. Credit	Advanced TA Credit
1	once, 25 mins	1 hour	2 hours
2	twice, 20 mins	2 hours	1 hour
3	once, 30 mins	1 hour	2 hours
4	once, 45 mins	1 hour	2 hours
5	twice, 30 mins	2 hours	1 hour
6	none	0 hours	3 hours

D. Seminar activity — it is expected that candidates will have had meaningful participation in a TA seminar. The frequency of seminars varies as does the format. In general, the seminar is a forum for discussion which is conducted by a teacher (TM/PTM). Presentations are made by members of the seminar on either theory or application of TA and at times to compare TA with other methods, theories or philosophies. It is an opportunity for the candidate to learn how to make effective presentations to professional groups and to recieve feedback and critique. This encourages refinement of one's thinking.

ITAA does not now require any minimum, but the sponsor must be satisfied that the candidate has effectively participated in the seminar for the purpose of personal development. It is common for candidates to have made several presentations. Both attendance and presentations are recorded.

E. Tape recording — each candidate must bring to the exam not less than 3 hours of audio recorded specimens of their clinical or special application of TA. These specimens must not have been altered by removal of any material or by editing and combining material. No segment may be less than 30 minutes in length.

In preparation of the recordings, the candidate should select, within the chosen specimens, at least 3 brief segments of 3-5 minutes duration which clearly demonstrate the effective application of TA. These segments should be identified by the candidate in a manner which permits convenient presentation to the examiners. The quality of the recordings should be clearly audible. It is recommended that the candidate have previously reviewed these brief segments with the sponsor.

F. Other related training events — in both CM and SFM training there are related learning experiences which enhance skills and assure competency. These events may or may not have been included as contractual requirements. It is valuable to list all such experiences.

In addition to the training record which has been described, the candidate must present a curriculum vitae (resume) which includes a description of experience subsequent to the completion of the high school or gymnasium. The following are to be included:

1. Educational experiences — including dates, degrees, diplomas, etc.
   a) Baccalaureat
   b) Graduate
   c) Post-graduate
   d) Practicum, internship, residency, fellowship, etc.
2. Vocational and professional experience — both duties and positions.
3. Organizational activities — membership, committees, office.
4. Honors and awards for excellence or meritorious service.
5. Publications
6. Presentations at professional and scientific meetings.

Appeals

If a CM or SFM candidate wishes to appeal an oral exam in which they were deferred on the grounds that the exam process was inadequate, the candidate must first listen to the exam tape with their supervisor. If the supervisor agrees that the exam process was inadequate, then letters of appeal are written by both the supervisor and the candidate. These letters, plus a copy of the tape of the exam, must be submitted to the chairperson of the TSC. A member of the appeals sub-committee will listen to the tape to determine whether or not the exam process was adequate. No judgment will be made on the candidate's competency. Rather, the exam board's competency is decided. If the exam process is judged inadequate, the candidate may retake the oral exam without paying an additional oral exam fee. No advanced status can be conferred by an appeal. Candidate and supervisor will be notified in writing of the outcome of the appeal.

PTM Contract Workshop

Rite of Passage

The following are responses from several members after having taken a recent PTM Contract Workshop.

Before I came to the PTM workshop in San Antonio, I checked with 3-4 PTM's who had come in previous years and I heard some news about high stress level trainers competitive with each other, competitive for the "best" scores between trainees, and in general high risk/low safety levels. What I have experienced is the opposite.

My anxiety level dropped rapidly and my excitement increased as I — as all of us — supervised and were supervised, were really good sometimes and just missed the boat sometimes, all the time experiencing trainers who taught us, shared themselves with us, paid close and real attention to each of us, asked always more of us while absolutely supporting us for who and where we are now.

Ellyn Bader, John McNeel and Ken Windes (here for the first afternoon) were open in their processing about us — no secrets about where we stood. They were supportive and appreciative of us and of each other. I did not experience or observe competition between the trainers. Along with solid strokes and information about where I am solid, I received plenty of feedback about where and how I need to grow as a trainer. I am leaving having been with some very impressive and delightful people, feeling even more positive than when I came, and with so much new learning that I will be a while digesting it.

Congratulations and thanks to all involved, especially Ellyn Bader, John McNeel and Ken Windes, for an empowering experience.

Lin Hodes, ACSW
Denny Coburn
Michael Matze
Jim Ursin

Dear Ellyn,
I enjoyed and learned a lot from the PTM contract workshop conducted by you and John McNeel. I experienced it as a potent design, potently implemented.

Sincerely,
Roger Blakeney

Dear Ellyn,
My experience of the PTM contract workshop in San Antonio was very positive. The combination of unconditional supportiveness and specific confrontation provided fertile soil for growth. I left the workshop clear about areas of strength and areas of growth, and excited about further involvement with ITAA, Many strokes to you, John McNeel and Ken Windes for your effective leadership of a complicated process.

Warmly,
Pat Dunbar

PTM's

CM's or SFM's may initiate contracts to become Teaching Members through attendance at a PTM Contract Workshop in consultation with the TM's conducting the workshop. The purpose of this workshop is twofold: 1) it provides assessment and feedback to the person initiating PTM status so that they know clearly how they must proceed in order to achieve full TM status; and 2) it acts as a screening process, thereby protecting potential CM and SFM candidates from trainers who are inadequate either from a lack of knowledge of ITAA requirements or a lack of skills. At this time candidates outside the US and Canada are not required to attend a PTM workshop. Instead, they may submit a PTM contract with one primary and two secondary sponsors.

The PTM then has contractual responsibilities to continue receiving supervision while setting up their own training program. In addition, each PTM is expected to participate on oral exam boards on a yearly basis and to keep records of training in preparation for the TM exams. PTM's are also invited to volunteer to be supervised by a candidate for the TM exam, providing them with an opportunity to see the exam process first-hand.

One of the PTM requirements is to sponsor two successful candidates to their oral boards. The TSC is currently looking for alternatives that demonstrate the PTM's ability to appropriately supervise a candidate over a period of time. If you have ideas about other ways to validate this performance criterion, please send them to the TSC.

Questions on Contracts

1. Who can sign a training contract as the sponsor? All PTM's and TM's are eligible to act as the sponsor. However, if one is signing a SFM contract and the potential sponsor is not proficient in that special field, then the sponsor must be sure that the trainee gets the proper supervision from someone qualified in that field.
2. How will one know that ITAA has received the contract and filing fee? Once the ITAA office has a contract, a post card or letter is sent to the trainee stating what was received and what is still needed.
3. How long is a CM/SFM/TM contact valid? CM and SFM contracts are valid for 3 years. TM contracts are valid for 5 years.
4. Can one get an extension on his CM or SFM contract if one hasn't completed the oral exam by the time it expires? You must file a second contract prior to the expiration date of the initial contract.
5. How can one get a TM contract extended? There are 2 options: (1) attend a PTM contract workshop; (2) file an exceptions request through the Credentials Department.
6. How much does it cost to file a contract? There is a $30 filing fee, due when the contract is submitted to ITAA for approval.
7. When filing a contract, what information should one include on the back page? One should include detailed information regarding their training plans and the *cost* of the training.
8. What kind of membership in ITAA should one have to file a training contract? One must have a Regular Membership — dues $50.00.
9. Can one change sponsors while under contract? Yes, one can request change of sponsor forms from the Credentials Department.
10. How long, before an oral exam, would a trainee have to file change of sponsor forms with ITAA in order for the new sponsor to get credit for that trainee? They must be filed at least 6 months prior to the oral exam date.
11. Can someone file both a CM and SFM contract? Yes.
12. How can an exceptions request be made? The forms and procedures for exceptions can be obtained from the Credentials Department.

Questions on Written Exams

1. How often is the written exam offered and when? It is offered twice a year, in March and September.
2. How long would one have to wait, to take the written exam, after filing a contract? There is no waiting period. There only needs to be a valid contract on file.
3. Where is the written exam given? After the application deadline, locations, across the U.S. and Canada, are selected according to where the majority of the applicants are located.

Questions on Oral Exams

1. How soon after passing the written exam would one have to wait before applying for the oral exam? First, the training contract must have been on file for at least 9 months prior to taking the oral exam. Second, the trainee must know that he has passed the written exam before applying for the oral exam. (Results of the written exam are available 4-6 weeks after the exam is administered.)

Questions on Fees

1. All oral and written exam fees and contract filing fees are non-refundable. However, if we receive, in writing, a request to postpone an exam at least 30 days prior to the exam date, then the entire fee is transferable to a future exam. Otherwise, it is forfeited.

Consumer Information

Questions to Consider Asking a Potential Trainer

1. Why are you in the ITAA?
2. What is the overall intent and design of your training program?
3. Can you teach all approaches to TA?
4. With whom have you trained?
5. What content will be covered in the training program? How will time be structured?
6. What is the total cost (range of costs) that I should expect to pay to reach my goal (CM, SFM, TM)?
7. How many people will be in the training program?
8. What type of records and reports do you require of your trainees?
9. What preparation do you offer for the written exam?
10. How many of your trainees passed the written exam the first time they took it?
11. What do you require in the way of preparation for the oral exam?
12. How do you evaluate whether a candidate is ready for oral exams?
13. How many of your trainees have been deferred? More than once before passing? Have not passed since?
14. How specific are your contracts with trainees?
15. Will you be present for all training sessions?
16. What knowledge and requirements necessary to qualify for oral exams will not be covered in this training program?
17. Do you attend conferences regularly?
18. Do you sit on exam boards at least once a year?
19. Can the trainer answer your specific questions about ITAA procedures and exam requirements?
20. Do you involve other trainers in your training program?
21. What do you do to maintain your own personal and professional growth?
22. Do you dialog with other professionals outside the ITAA?
23. Will you be accessible and available as a supervisor and mentor? What sort of modeling does the sponsor offer (especially important for PTM's).

Some Important Issues

Accountability

In recent years, problems of trainer accountability have been increasingly apparent to the TSC. The lack of commitment of some trainers to the ITAA as an organization or to the provision of systematic training is costly to trainees and diminishes the quality of TA training. This report will present the issues of trainer accountability first with a focus on the trainer and then from the perspective of the TSC.

Each time the oral exams are administered, at least one candidate is refused examination or deferred during examination due to problems attributable more to the trainer than to the candidate. The details vary, but the following scenario is typical.

Deadlines and Fees to Remember

All exception requests should be on file with ITAA at least 90 days before action is needed.

All changes of sponsors must be completed and approved by the Training Standards Committee six months prior to a trainee taking their oral exam.

If a conference wants to sponsor a CM/SFM/TM oral exam, their request must be submitted to the Training Standards Committee nine months prior to the date of the exam.

Trainees must apply for an oral or written exam 90 days prior to the exam date.

A trainee can cancel their written or oral exam up to 30 days prior to the exam date without forfeiting the exam fee.

A certified member must apply for a PTM Contract Workshop at least 60 days prior to the scheduled date of the workshop. The application fee of $100 is also due at that time. This application fee is non-refundable after 30 days prior to the workshop. 90% of the fee is transferable to their credentials account, however, if notice of cancellation is in the ITAA office 30 days prior to the date of the workshop.

The candidate — having submitted the necessary forms, signed by the candidate and sponsor, paid the exam fee, and been cleared for the exam by the ITAA office — apears before the exam board, folders in hand. Upon reviewing the candidate's file, the board discovers that the candidate does not meet the minimum requirements, although the candidate had been told by the sponsor, "You are ready." The board refuses to examine the candidate. Or, it may be that problems develop during the exam process itself — candidate not sufficiently prepared, poor tape selection, training too narrow, etc. — and while the board may acknowledge that the sponsor has not given the candidate sufficient training or adequate preparation, the candidate is the one deferred.

Training, like therapy, is a mutual undertaking, but under the current structure, it is the candidate who carries the burden of disappointment, additional expense, and re-examination. There is little cost to the trainer. Unfortunately, there are PTM's and TM's in the ITAA whose training is not of sufficient depth or breadth or who do not stay involved enough in current ITAA procedure and theory development to provide adequate exam preparation.

Numerous proposals have been discussed among TSC members to deal with the issue of trainer accountability such as involving the sponsor in a candidate's re-examination, requiring annual attendance at a conference, participation in exams to maintain teaching status, making TM status renewable every few years following a review, and instituting some sort of continuing education credit to maintain advanced membership.

In some way, the TSC must address its responsibility to protect trainees from unreliable trainers. Such efforts as the PTM Contract Workshop have met with resistance and resentment within the organization. Any new requirement that restricts members' freedom is likely to be unpopular. If the quality of training continues to decline, the likelihood of an increase in requirements and police action follows.

In addition to the problems of quality of training, the lack of involvement of certified members in the ongoing activities of the organization lowers the quality and predictability of the oral exams. The establishment of pre-exam examiner and chairperson training has greatly enhanced the consistency and quality of exams. In addition, the examinee fills out an evaluation of their board after the oral exam. If it is completed in time, it is given to the examining board as feedback. If not, it is sent to the TSC where it is used to determine the make-up of future boards. The single most important factor, however, in the ability of an examiner is the frequency with which they have examined. Some certified members are committed to examinations. Many are not. Before several recent conferences, there were more candidates registered for exams than examiners committed to examining them. Twice in the last two years exams were almost cancelled for lack of examiners.

Costs

Because all the activities of the TSC are supported by filing, maintenance and exam fees paid by those individuals currently in training (at whatever level), the process is a costly one for the candidate. The TSC is held accountable by the Board of Trustees for income and expenditures reaching a break-even point or better, a position stated most clearly in August, 1979.

Both training and participation in the exam process is an expensive undertaking for candidates. Even those who make use of the Scholarship Loan Fund may find that it does not cover all their costs. Candidates often ask what they are getting for their money, since the attainment of advanced membership is not important in the marketplace. (this discovery is at least one of the reasons people have expressed for dropping their PTM status — that it is irrelevant to what they do to earn a living.) What candidates do get for their money is a contractual, competency-based training program and an opportunity to be validated for their competence in an exam process that "far exceeds the state of the art in competency-based professional certification," according to Paul Potter, National Center for the Study of the Professions. Unless those goals address the candidate's internal values and wants, one is likely to experience the process as a rip-off.

The process is an expensive one. If we were to add in the time and travel expenses of the examiners and the TSC members who conduct examiners' training, training for chairpersons, and the exams themselves, we could not afford the process. Money is an important consideration as the ITAA chooses the direction in which to move its certification process.

Credentialing

A major issue currently facing the ITAA is that of the meaning and worth of our certified memberships. We, as an organization, are in the midst of assessing whether there is any relationship between worthwhile training and worthwhile credentials. We have developed a system of training and accreditation that is highly effective and competency-based and yet has little recognition in professional circles outside of the ITAA or in the marketplace.

Many trainers and trainees enter into a well-intentioned, if poorly informed, supervisory relationship for ITAA advanced membership certification, expecting CM or SFM status to be a professionally recognized and marketable credential. However, ITAA accreditation is not yet a well-established professional credential nation-wide, in spite of the wide acceptance of TA theory and technique.

There is currently much discussion within the ITAA as to whether we are an "in house" credentialing organization or one that is recognized outside the ITAA ("out house"). It is a primary concern, at this time, that the membership at large fully understand the issues and implications of the credentialing

question. The ITAA has never formally defined itself as a professional credentialing organization. We currently bestow a certificate of internal recognition for having attained and demonstrated a high degree of competence in the application of TA in one's area of expertise. Some are then inclined to think, feel, wish and/or believe that they have a professionally viable credential. In some areas of the country, within some organizations, under some circumstances, the ITAA credentials are professionally recognized and viable in the marketplace. For the most part, however, the CM, SFM or TM status remains an internal recognition from an organization of like-minded friends and colleagues.

It is the consensus of the TSC members, and of the Board of Trustees, that the ITAA is, in effect, functioning as a credentialing organization and that it ought to continue to do so. The TSC encourages the membership at large and the Board of Trustees to formally establish the ITAA as a nationally known and recognized credentialing organization, taking the necessary steps to meet that goal.

National and professional recognition would seem like an obvious and desirable goal. There are, however, a number of consequences of such a goal that need to be carefully considered. A nationally recognized credentialing process would, for example, require the continuation of those aspects of our current requirements and exam procedures that are the most frequent sources of complaints to the TSC. There would be little change required in the basic TA model of training and supervision; it is thorough and effective. We would be required to further develop our credentialing procedures so that they are clear, consistent and reliable.

In order to become an "out house" credentialing organization, some or all of the following conditions would have to be met:

1. Establishment of a board of examiners that is administratively independent of the organization itself. Most likely this would mean that those who would serve on exam boards would be elected for a term of office by the certified membership and then trained in examination procedures.
2. Continuation of the written exam in some form or development of another means of objectively evaluating a candidate's "fund of knowledge" and the development of TA theory and techniques in addition to the oral exam.
3. Substantial increase in the financial commitment of the organization to the TSC. Increased costs are likely to include continued development of written (objective) examinations and the travel expenses of the board of examiners.
4. Evaluation of the reliability and predictability of current oral exams.
5. Theoretical accounting of training procedures, standards and certifying examinations.
6. Involvement with the National Association of Health Certifying Agencies and continued dialog with professionals outside the ITAA.
7. Increased involvement with the government (in terms of both recognition and regulation) and insurance companies.

The efforts of our organization to gain greater professional recognition do not involve the question of licensure. We can establish the credentialing process of the ITAA as has, for example, the American Association of Marriage and Family Counselors, without seeking legal recognition (licensure) by state governments. The legal requirements for licensure are immensely varied from one state to another. Licensure is a separate issue and it does not seem feasible that the ITAA seek legal as well as professional recognition.

An Opinion on International TSC Issues

The following letter represents one member's view of how to solve international training standards issues related to exams. The TSC would like ideas and feedback from other members as well.

The primary training standard problem in the international arena is, "how do we examine candidates at the CM/SFM and TM levels appropriately and have a universal conformity to high standards and still take into consideration the development of TA in each country?"

In the beginning, ITAA members were known personally and were recommended to advanced membership without formal contracts or examinations. Some of these advanced members, if faced with the number of current requirements, might have been deferred due to lack of interest in participating in the formal process or through lack of ability. Either way, TA development would have suffered without their energy.

Advances in theory and practice are firmly based on and grow from this early history. The TSC does a disservice to the advancement of TA when it seeks to impose current US standards and practices on countries which do not share this same historical development. This does not necessarily mean that training standards or the development of TA in a non-US country will be worse, rather that it will be different. When TSC energy is directed towards being responsive to the needs and situation of non-US members rather than towards enforcing the rules, then we will be operating in the spirit of TA. An excellent example of this was the examination of a Japanese CM candidate in Snowmass. The TSC put energy and willingness into examining this candidate in terms of his practice of TA in his culture.

Recommendations:

1. The examination process be placed in the hands of each country or association at the earliest possible time — i.e., not when they can guarantee to duplicate US exams.
2. Persons from other countries should be encouraged to understudy all phases of the examining process. They should be given every opportunity to observe and perform these functions at ITAA conferences.

Each culture and/or country has its own unique P with values, definitions and responsibilities, its own A ability to gather, give and use information, and its own C with needs, feelings and adaptations. Thus, any movement to symbiosis with ITAA in P and A slots encourages primarily Adapted Child behavior. What a mockery to have AC therapists following a reified theory when the essence of TA is spontaneity, creativity and responsiveness. We would do well to pattern our transactions on Berne's relationship diagram which respects and actively uses all the ego states.

Florence Olivier, Canada

International Training Standards

The International Training Standards Committee (ITSC) currently consists of 12 non-US members and six US members and is co-chaired by Ellyn Bader and Birger Gooss. This committee is interested in responding to the needs of different areas outside the US concerning training and exams. Members of the committee are interested in serving a facilitative function so that ITAA standards are maintained while each area is treated with sensitivity to cultural and developmental issues.

The ITSC has taken a position that encourages geographical regions outside the US to develop their own clear policies and procedures for exams. In fact, the following motion was passed in San Antonio:

"In any geographical region it will be possible to organize certifying examinations for ITAA members. Such examinations shall be authorized by the TSC only through a designated member of the TSC working with ITAA members of the region and later, if and when an ITAA organizational member is established in the region, it will be possible to then delegate responsibility for exam to the ITAA organizational member."

Procedures for these exams can be worked out via a representative from the region coordinating with a member of the ITSC.

Once these policies and procedures are developed, they must be okayed by the committee and then put into writing for any local candidate to obtain. Australia and New Zealand represent one region which has already completed this process. Their written procedure will be made available for use as a prototype to any other region upon request.

One necessary qualification for exams in any region is that sufficient examiners be available to conduct exams. Beyond this, in coordination with the committee, each region will work out their own procedures, which take into account cultural issues as well as issues concerning the current development of TA in that region.

As a beginning, to facilitate this process, Birger Gooss and Ellyn Bader will conduct a workshop at the Summer Conference specifically designed for international members. In this workshop, information will be given related to training and exams for international members. All international members interested in these issues are encouraged to attend. International members are also encouraged to correspond with the committee. Please share any thoughts or ideas you have that will help solve international training and exam problems.

We look forward to the next two years as a growing time and as a time for international concerns to be given serious attention.

Report on Trends in Training Standards in Europe

There is a continuously growing interest in TA and TA training in Europe. This is particularly true for applications of TA and psychotherapy in schools, counseling and business. Obviously, TA gains more recognition when already qualified professionals join TA training groups to add TA to their skills.

Even though a considerable number of advanced trainees have successfully passed their exams and started new training groups during the last few years, there is still a scarcity of locally available TA trainers in many regions.

Credentialing — ITAA credentialing services are still of no specific value in most European countries. They are helpful for comparing training status and as a structure for peer feedback concerning a trainee's professional competency. It appears that, in most European countries, official psychotherapy credentialing procedures are so different from ITAA's that there is no chance of bringing the two systems together in the next five to ten years. When TA is represented and made more visible in different nations, both an increasing trend and also pressure to meet the official licensing criteria is very probable. Therefore, the meaning of ITAA credentialing for Europe may even decrease. This may be accelerated by the July decision of the EATA council to establish EATA's own credentialing and examination procedures. If these procedures fit more easily with the official national licensing procedures, they may look very attractive to many European trainees, especially as long as there is no appropriate solution to the financial dilemma.

Examinations — the written essay-type exam gets positive feedback as useful and relevant. There is little enthusiasm for the multiple-choice exam. It is sometimes difficult to arrange a well-balanced board for oral exams due to language problems. Nevertheless, procedures are reported to be fair with standards equal to those of US exams.

CM Contracts — a severe problem is foreign TA trainers offering CM contracts to trainees without an appropriate basis to do clinical work in a legitimate setting. This occurs because those trainers do not know and/or respect the laws and rules of the country. The result is an active contribution to the bad reputation TA has already gained at some official institutions.

A very useful rule would be that every CM contract with a foreign sponsor needs consultation with the national TA association to insure legitimate practicing of TA as a psychotherapist. Also, accessible sponsor evaluations by previous trainees would be of tremendous value. PTM Contract Workshops would also enhance the quality of forthcoming training programs.

SFM Training — the SFM training still lacks energy, input and structure. The few SFPTM's are very much on their own and are creating a field-specific curriculum. Even SFM exams are conducted by mixed boards. This contrasts grossly with the expanding interest of special fields professionals in TA and the numerous requests for TA seminars and training.



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SUMMER 1980

RICHARD G. ERSKINE, PH.D
and REBECCA L. TRAUTMANN, RN, MSW

CM ORAL EXAMINATION PREPARATION
June 6, 7, 8 New York City
Contact: Richard G. Erskine, Ph.D
Institute for Integrative Psychotherapy
500 East 85th St., New York, N.Y. 10028, Phone: (212) 734-5291

MARATHON UNDER THE MIDNIGHT SUN
June 17-19 Above the Artic Circle, Sweden
Contact: Mi Arling, N. Klaragarten II, 65340 Karlsted, Sweden

SCRIPT AND BODY SCRIPT
June 21-26 Berlin, West Germany
Contact: Johanna Posentrup
1 Berlin 33, Bernadottstrasse 86, West Germany

ADVANCED TA THEORY AND CLINICAL EXAM REVIEW
June 28-July 5 Paris, France
Contact: Martine Bussat
2 Rue de Lacepede, 13100 Aix-en-Provence, France

COUPLES MARATHON
August 16-18 Portland, Oregon

INTEGRATIVE PSYCHOTHERAPY: Theory Into Practice
August 19-24 Portland, Oregon
Contact: Claudette Hastie, Lutheran Family Services
635 N.W. 18th Street, Portland, OR., 97209

SCRIPT AND BODY SCRIPT
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Contact: John Anderson, MATRIX
7447 Holmes Road, Kansas City, MO., 64131

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We use the best of TA to help you acquire communication skills to use in living and working, *script work* to gain insight into the patterned way you keep from getting what you want, and time and a safe setting to allow you to make new decisions for more joy and success in your life.

Housing available at the University of California for a minimal additional cost. For information write the San Diego Institute for Transactional Analysis, 7636 La Jolla Boulevard, La Jolla, CA, 92037 or call (714) 459-6938.

TRANSACTIONAL PUBLICATIONS

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NEW BOOKS BY ITAA AUTHORS
Spring 1980

LIVES PEOPLE LIVE: A Textbook of Transactional Analysis, Mavis Klein	paper	$16.00
A JOURNEY INTO AWARENESS, Fred Fariss	paper	$ 3.95
FREE YOURSELF TO WRITE, Joan Minninger	paper	$ 9.95
SOLUTION TRAINING: Overcoming Blocks in Problem Solving, James Baugh	cloth	$ 9.95
TRANSACTIONAL ANALYSIS REVISITED, Taibi Kahler	cloth	$12.95
PRACTICAL MAGIC, Steven Lankton (April)	cloth	$ 9.95
TA FOR TOTS, volume 2, Alvyn Freed (June)	paper	$ 7.95
HOW TO PUT MORE TIME IN YOUR LIFE, Dru Scott (June)	cloth	$9.95

Order now from Trans Pubs
Shipping charge 5% ($1.00 minimum)

Free shipping to ITAA members on orders of $25 or more.

Winter Congress 1981 Issues of Competency

January 14-18, 1981 Washington, DC

Plan to attend the 1981 Winter Congress in Washington, D.C., January 14-18. Why Washington in mid-winter? Politics, what else? First, this is the southern-most place on the Eastern seaboard in which we can have a conference because the ITAA supports the boycott of states that have not ratified the ERA. Second, there will be a good deal of interest in national politics at that time. The presidential inauguration will take place shortly after our congress closes. It will be an exciting time to be in the nation's capitol. Finally, the conference theme, "Competency: What Is It?", is a political, ethical and practical question.

Presenters Wanted: Committee members Lois Johnson and Bob Payne are looking for presenters who will speak to issues of competency. We need presenters to raise legal issues such as: "what does it mean to be a competent practitioner in areas like suicide, child abuse, insanity and the effect of the law on treatment?" Presenters who deal with ethical concerns will be examining how a diverse organization such as ours can monitor group values and still respect individual freedoms. At the heart of these ehtical issues is the question, "What does it mean to be a certified member?" Finally, on the practical level, we want presenters who will translate competency into action. Through a dialog with each other we will have the opportunity to clarify such issues as, "What is competency in the practice of transactional analysis?" (Can a non-certified member be competent?)

To submit a proposal, send your name and a one-page description of what you would like to present about competency to Conference Coordinator Marianne Fraticelli, c/o ITAA office. The deadline for proposals is June 15 and this is firm because the program, with full descriptions of presentations, is scheduled for publication in the October *Script*.

Everyone is a Reactor: the Program Committee has clearly designated Winter Congress as a "meeting of the minds." The format will include reactor time so that everyone can participate in the presentations. Anne Johnson and Maryln Crossen are developing a syllabus of current literature on the subject of competency. The more important works will be abstracted. This syllabus will be sent to everyone who registers for the Winter Congress so that in-depth participation and discussion will be possible. If you are interested in intimate discussions on major issues in a setting of playfulness and joy, plan to join us at this Winter Congress.

Process People Wanted: to make sure that discussion takes place, we want to have group process people at each presentation. If you would be willing to use your group talents in this way, please fill out the appropriate section on the form for proposals.

Jonathon Wagner, MDiv, Winter Congress Sub-committee Chairperson

Winter Congress Call for Proposals

Deadline — June 15, 1980.

Print or type the following information about each co-presenter:

Name _____ Highest degree _____

Address _____ Category in ITAA _____

City _____ State _____ Zip _____ Phone _____

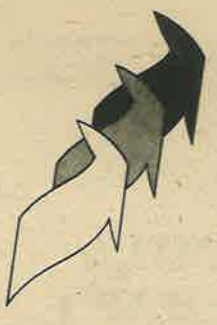
Organizational Affiliation (for program) _____

I want to present a 2 hr/3 hr workshop; a 50 minute paper; a 2 hr/3 hr panel entitled:

____ I want to be a process leader at a presentation.

Send this form with a one-page description of your presentation to Marianne Fraticelli, Conference Coordinator, c/o ITAA.

Birth Announcement



We are pleased to announce the arrival of a new addition

to the ITAA Summer Conference

Arrival Date: August 6, 1980
Time: Morning 'til Night
Length: Duration of the Conference
Weight: Light and Fun
Name: The Connector Room
Proud Parents: The Connector Committee
Brainchild of: Muriel James
Chairperson/ Coordinator: Edie Bogusky
Scripting: Scripted to be a place where conference participants hang out, enjoy fun, entertainment and OK games, make friends, and reconnect with old ones. Strokes will flow freely and will be given whenever needed. Additional scripting is welcomed and requested.
Development: During the first week after birth at 1980 Summer Conference, this new child will offer to its visitors the following services:

1) Conference Anchor Groups, providing participants with the opportunity to get to know each other while sharing support during the conference.
2) No host snacks, entertainment, conversation hours with both US and international members, on-going get-acquainted groups and various games (cards, chess, backgammon).
3) Stroke Barometers to let people know what your here-and-now stroking needs are.
4) Walls decorated with baby pictures of members with a "Baby of the Day" contest daily.
5) Massage network resource center.
6) Information source where people can connect with others for swimming, playing racquetball, jogging, dining, dancing etc.
7) *I'm a Connector* badges for those willing to help people connect.

You are invited to come by and get acquainted with this proud new addition, meet members of the connector committee and pick up your *I'm a Connector* badge.

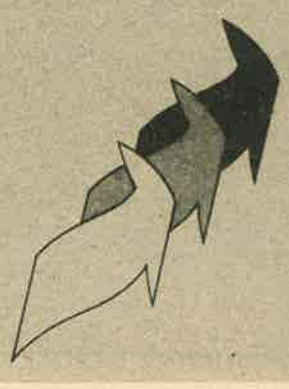
See You In The Connector Room!

Name:_____ Phone: _____

Address: _____

____ I would like to be a member of a conference anchor group
____ I would like to help facilitate a conference anchor group
____ I would like to be a host(ess) in the Connector Room
____ Here is my baby picture for adding to the wall decorations
____ I will help people connect with each other at the conference. I will come by the Connector Room at the conference at pick up my "Connector" sticker.

Send to: Edie Bogusky, 5537 Waterman, #3W, St. Louis, MO 63113.



Summer Conference - August 6-10, 1980
San Francisco, California - Hyatt Regency Hotel

Summer Conference Program Books will be mailed to all ITAA members in mid-April. Register early! Fees increase after July 18, 1980.

Calendar

August 6-10, 1980 ITAA Summer Conference, San Francisco, California
January 14-18, 1981 ITAA Winter Congress, Washington, DC

Exam	Exam Date	Location	Application Deadline
CM and SFM Oral Exams	April 2, 1980	Washington, DC	January 2, 1980
	June 16, 1980	Perth, West Australia	March 19, 1980
	June 20, 1980	Rio D'Janeiro, Brazil	January 21, 1980
	July 6, 1980	Brighton, England	April 7, 1980
	August 6, 1980	San Francisco, California	May 8, 1980
	September 15, 1980	Wellington, New Zealand	June 18, 1980
	October 10, 1980	Adelaide, South Australia	July 15, 1980
	October 25 or 26, 1980	Calgary, Alberta, Canada	July 30, 1980
	October 29, 1980	Ann Arbor, Michigan	July 31, 1980
	November 9, 1980	Europe	August 12, 1980
	November or December, 1980	South America	June or July, 1980
TM Exams	July 6, 1980	Brighton, England	April 7, 1980
	August, 1980	San Francisco, California	May 6, 1980
Written Exams	March 28 or 29, 1980	To Be Announced	December 28, 1980
	September 26 or 27, 1980	To Be Announced	July 1, 1980
PTM Contract Workshop	August 10-12, 1980	San Francisco, California	June 12, 1980 (includes payment of $100 non-refundable application fee)

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; $30 all contract filing fees.

Training and Exams

PTM Returning to CM Status
Ken Lessler, PhD, Chapel Hill, North Carolina

Training Notes

Any Teaching Members interested in participating as faculty for a PTM Contract Workshop in the next two years should send a letter requesting to be a faculty member to the Credentials Department at the ITAA office.

To trainees of PTMs who have returned to CM status — if your sponsor's name is listed in the *Script* as having dropped their PTM status, please contact the ITAA Credentials Department immediately for informtion on changing to a new sponsor.

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

Continuing Education in the TAJ

Last August the *TAJ* Editorial Board decided to inaugurate a special continuing education section in the *Journal*. It will be chaired by an "associate editor for continuing education." This person will be a member of the *TAJ* Editorial Board and the Public Information and Professional Relations Subcommittee on Continuing Education. The purpose of this section is to present articles that contain timely information, to thoroughly review important subjects and to teach new skills. The material will be presented in seminar fashion to meet the continuing education needs of members who are no longer in training.

While the continuing education committee will invite various people to submit articles, we welcome suggestions from the membership at large about subject material that will meet your needs. Unsolicited articles sent to this section will be referred to the editor.

Les Kadis

Summary of Minutes Board of Trustees Meeting January, 1980

Elections to fill board vacancies: three members of the previous board were elected as officers and therefore their unexpired terms of office needed to be filled. The board is empowered by the by-laws to elect whomever they believe will best serve the interests of the Association.
Action taken: Birger Gooss and Jeffrey White were elected to fill two-year vacancies and Nan Gurowitz was elected to fill a one-year vacancy.

Election to Executive Committee: two members of the board are elected by the board to serve as members-at-large to the Executive Committee. Trustees must have two years remaining of their term of office in order to be eligible.
Action taken: Les Kadis and Ted Novey were elected to the Executive Committee as members-at-large.

Finance Committee: 1979 was a good year financially for the Association. Further details will be available in the yearly financial statement to be published in the June *Script*.

Trans Pubs: The board reaffirmed Trans Pubs as a membership service and instructed it to operate on a financially sound basis. Option B from the Trans Pubs survey (November, 1979 *Script)* was accepted; it includes directives for separate bookkeeping and auditing for Trans Pubs. The board also decided that the discount to individuals will be discontinued. ITAA members will, instead, receive free shipping and postage on orders over $25. The board thanked the Trans Pubs Task Force for a job well done and the task force was disbanded.

Statement of Purpose: the Long Range Policy and Planning Committee has been talking and working with members for several years in an attempt to formulate a purpose for the ITAA which has the support of most of the membership. The response to the *Script* survey (November, 1979) was small and generally indicated a preference for a rewording of the statement. The LRPPC continues to welcome suggestions and feedback from members on the purpose of ITAA.
Action taken: the proposed Statement of Purpose was sent back to the LRPPC for further consideration.

Conference themes: Winter, 1981 — "Competency: What is it?" and Summer, 1981 — "TA: Body, Mind and Spirit."

Conference sites: in response to a request from members of the TA community in Houston, the board agreed to cancel plans to meet there in the summer of 1981. The extreme temperature and humidity factors, which would essentially require that the conference be held totally indoors, was the primary reason. At this time, the replacement site has not been selected, although a mid-west site is preferred. The board has also responded to requests from the European community to hold an ITAA conference there as a truly international association. Proposals are currently being solicited from cities and conference facilities. If you want to have a conference in your area, contact Bob Andersen for the specific details on our highly specialized requirements.
Action taken: Winter, 1981- Washington, DC; Summer, 1981 - Boston; Winter, 1982 - Monterey, California; (approved at previous Board meetings). Summer, 1982 - to be determined; Winter, 1983 - Mexico City; Summer, 1983 - San Francisco; Winter, 1984 - San Diego; Summer, 1984 - Europe; Winter, 1985 - Denver; Summer, 1985 - Toronto.

Ethics Code: The Ethics Committee is completing a revision of the Code of Ethics and new procedures for handling ethics cases. This will be presented to the board in August. Prior to that, it will appear in the May *Script* so that members will have a chance to read and respond to it.

TA Education and Research Foundation: since ITAA is a non-profit education corporation, there are no particular tax or financial benefits to the Association in having a TA Education and Research Foundation. The only apparent benefit is that money from the Scholarship Loan Fund would be put into this Foundation, thus taking it out of potentially political control and restricting its use to existing regulations. The committee which had been set up to look into the feasibility of having such a foundation passes out of existence with the change of administration. The board no longer sees a need to address the concerns which had been expressed by some members in the original discussion surrounding setting up a foundation.

Examiners Needed for TM, CM and SFM Oral Exams

July 6, 1980 - Brighton, England and August 6, 1980 - San Francisco, California

We need examiners for the Teaching, Clinical and Special Fields Member oral exams. Please complete this form and return to Jackie Ward-Flaggs, PO Box 3932, San Francisco, CA 94119 by June 2, 1980 if you can help. If we do not have enough examiners, fewer people will be able to be examined. Please consider participating as an examiner so that we can examine all applicants.

We also need TM, CM and SFM trainees (who are not taking oral exams) to participate in the TM exam process on July 6 and August 6, 1980 by bringing tapes and training problems for the TM examinees to supervise. If interested, contact Jackie Ward-Flaggs by June 2, 1980.

_____(TM's only) I will be an examiner for the **TM** exams scheduled for Sunday, July 6, 1980. I will also attend the 8pm Saturday session to meet with colleagues serving on the same board.
_____I will be an examiner for the **CM** and **SFM** exams scheduled for Sunday, July 6, 1980 in Brighton, England at the European conference.
_____(TM's only) I will be an examiner for the **TM** exams scheduled for Wednesday, August 6, 19980. I will also attend the 8pm Tuesday session to meet with colleagues serving on the same board.
_____I will be an examiner for the **CM** and **SFM** exams scheduled for Wednesday, August 6, 1980 at the ITAA Summer Conference.

I am aware of the policy establishing examining boards on the evening prior to exams and will attend the 7pm Tuesday and/or 8pm Saturday session so that I can meet with colleagues who will serve on the same board, unless I hear otherwise. I know it is important to keep this commitment to examine and to be at the Tuesday/Saturday meeting in San Francisco/Brighton. (Note: TM examiners meeting is at 8pm; CM/SFM examiners meeting is at 7pm.)

I took the Examiner Training Workshop at_____.
I have served on examining boards _____ times.
I have served as exam board chairperson _____ times.
_____I would like to serve as an exam board chairperson.
_____Yes, my room at the hotel may be used for the exams.

Name (please print) _____ Membership Status

Address _____ Phone

National Conference (continued)

When we speak about competency-based assessment, we find that there is a skill-based assessment and a person-oriented assessment. The skill-based assessments looks at a job, breaks down or evaluates the skills required to perform the job, develops a model that simulates the job and uses that as a test. The person-oriented approach considers the main practitioners in the field, defines their competencies and then develops a procedure to test for those competencies.

Script: How do these compare with ITAA's model?

Les: Interestingly enough, ITAA's model is more highly developed in almost all areas, and it combines some of the best elements of both. But it doesn't do so on all levels. For example, the CM does not have a very high level of the person-oriented assessment. It focuses primarily on competencies and skills. The TM, on the other hand, when combined witht the PTM workshop, is both a person-oriented as well as a very highly developed specific competency-based model. In addition, the TM model is probably the only one in existence that is truly outcome related. What I mean by that is that it is obvious that the best possible approach would be the one that "guarantees" the highest outcome. Since the goal of the TM exam is to produce people who are competent in training and since one of the requirements is that several of their trainees have passed the CM or SFM exam, then this is clearly an outcome measure.

Script: Were there specific areas mentioned in which the ITAA model could be improved?

Les: The room for improvement has to do with some of the fine points. For example, when people take their CM or SFM exam, they are graded on certain things such as creativity, helpful interventions, and the absence of harmful interventions. These points are not as clearly defined as we would like them to be. In addition, being a voluntary organization, the people who serve as examiners fluctuate from year to year and that naturally introduces some variability into the process. On the other hand, these same characteristics result in a high level of motivation so we are essentially doing a trade-off. Other problems include the cost to the candidate of competency-based exams, the fact that ITAA certification has little recognition outside the organization, and the lack of a recertification process for trainers.

Script: How do you see the future of credentialing?

Les Credentialing is here to stay. ITAA's choice about whether to continue to be involved will come out of our decisions concerning the purpose and goals of the organization. We will also have to decide whether we want our credentials to be primarily relevant within the ITAA or whether we want them to also be relevant in the professional community at large. If we want the latter, then we have to make some additional decisions. Clearly, the direction of credentialing is towards a separate national organization which will certify credentialing organizations. They would set some fairly strict standards as to who will be a credentialing organization. For example, it's unlikely that our TSC, as it's now constituted by the by-laws, could serve as the credentialing agency for the ITAA under the current rules of the National Academy of Health Certifying Agencies. It would more likely have to be a separate corporation. Obviously, this has some important ramifications for the organization at large. With the political and economic forces all moving in one direction, credentialing will probably play a more significant role in job selection, third-party payments, and worker identification by the mid- to-late 1980's.

Something to Think About:

Time

If we had 5 minutes left to live,
the phone booths of the world
would be full of people who
never dared to say
"I Love You."

Author Unknown

Time is precious,
the use of time between birth and death is important,
and the quality of living is primary.
When the curtain falls on our life,
we would like to say, "Good Show."

Muriel James & Dorothy Jongward,
Winning with People

It is because things happen but once that the individual partakes in eternity.

Martin Buber, *Legend of the Baal-Shem*

Life seems neither long nor short, and we take no more heed to save time or make haste than do the trees and stars. This is true freedom, a good practical sort of immortality.

John Muir, *My First Summer in the Sierras*

Time

To Winners, Time is Precious.
They don't kill it. Rather
they know their past,
are aware and alive in the present,
and look forward to the future.

Dorothy Jongeward & Muriel James, *The People Book*

Quotes on Time: the quotes in this issue all relate to the subject of time. Upcoming topics will include friendhsip and meaning. As always, we welcome your comments and/or suggestions for future topics. Write John James, PO Box 356, Lafayette, CA 94549.

Call for Papers

Ten Years of *TAJ:* A Retrospective

With the January, 1981 issue, the *Transactional Analysis Journal* will mark its tenth anniversary. To celebrate, this edition will be dedicated to exploring what has happened to the science of TA in the ten years since the death of Eric Berne and the beginning of the *Journal.* We are looking forward to overview articles which summarize the growth of TA in various areas during the last ten years. We need retrospective articles on script theory, game theory, redecision theory, the Aeskleipion Program, miniscript theory, reparenting theory, the growth of TA outside of the US, the major theoretical contributions of the 70's, TA and family systems theory, TA and organizations, etc. There will also be a specialty section on predictions about the future of TA; where will we go in the 80's? Where will we be for the twentieth anniversary of the *TAJ?*

John McNeel, Editor

Deadline: August 1, 1980