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

Volume XI, Number 10 December 1981

Norman James Elected ITAA President



Script — Norman, I'm sure our readers and members would like to know a little about you and some of your ideas as you become President of ITAA. How about starting with a bit about who you are, where you came from and how you got here.

Norman — I'd be glad to. I was born and raised in St. Louis, Missouri and spent a great deal of my early life there. I didn't leave until I was in my early 30's, at which time I followed a mentor of mine to Southern *Illinois* University in Carbondale in pursuit of a graduate degree.

While in Carbondale, I became familiar with the penitentiary in Marion. I had a position with the Community Development Institute at Southern Illinois University and one day I received a call from the Marion therapeutic community and Martin Groder. They wanted someone to do some National Training Laboratory types of experiences for the men in the program. I conducted a 30-day training session for them and, at its conclusion, they said, "Hey, you've given us what you do best, how about sticking around and seeing what we do best?" I was challenged and intrigued, so I said OK. I became a part of the culture, participating in the weekly game sessions, and eventually I was confronted on some of my own stuff. It was a really powerful confrontation for me because I couldn't use righteous indignation as a cop out. Of course, it took Fat Cat, the famous Dr. Grudgeon, alias Marty Groder, to make the confrontation stick. I began training with Marty, got my CM in 1972 and eventually went on to get my TM.

Script — You have been active in ITAA for many years now and have served in a number of different positions, including as a member of the Ethics Committee and the Editorial Board, as chairperson of the Nominating Committee and the Social Action Committee, as a member of the Board of Trustees, as Vice-president and now, as President. That's quite a lot!

Norman — When you add it all up like that, I guess it does sound like a lot, but I remember when it was all just beginning for me. One of my most memorable moments was at a Board of Trustees meeting where they were attempting to set up a nomination process to be controlled by the membership. I sat there as an observer asking myself, "I wonder if I'll ever be elected as a trustee. Boy, I don't know if I could ever pull that sort of stuff off." I saw all those people in a kind of magical way. They were big power brokers. Well, about that time, someone, I think it was Graham Barnes, said, "Listen, we've got a person right here who could chair the Nominating Committee and it's Norman James." I almost passed out. The other trustees didn't have any objections and when Graham asked me if I would do the job responsibly, I said I would. So, they voted and there I was — the first chairperson of the first ITAA Nominating Committee!

Well, needless to say, I was impressed. It really surprised and excited me that some little obscure person like myself should be given such a tremendous responsibility. It said to me that ITAA was willing to take a relative newcomer and give him one of the most powerful positions in the organization. There was a freshness and spontaneity about the whole thing. In some ways, I'd really like to see some of that reestablished during my own tenure as President.

During this time, I continued to grow professionally in other ways as well. I left Carbondale and came to St. John's University in Collegeville, Minnesota, which is a small, Catholic liberal arts college for young men. St. John's puts a great emphasis on teaching, which I enjoy doing very much. I teach subjects such as statistics, personality theory, group dynamics, psychopathology, and counseling psychology.I am particularly lucky at this point to have collegial relationships that allow me the freedom to engage in the many outside activities that I am involved in, such as my work in ITAA.

Script — I understand that you were chairman of the Psychology Department at St. John's as well.

Election Results

We are pleased to announce the results of the recent election for officers and trustees. This election was significant in a very special way. While, in the past, members outside the US have served on the Board of Trustees by appointment, this is the first time international members have been elected to the Board by the membership at large. Congratulations to the two of them, and to all the other new officers and trustees. They will be taking office in January, 1982.

President: Norman James, PhD, Collegeville, Minnesota
Vice-presidents: Ellyn Bader, PhD, Palo Alto, California and John James, MA, Lafayette, California
Secretary: Richard Erskine, PhD, New York, New York
Treasurer: George Barnitt, PhD, Honolulu, Hawaii
Trustees:
Richard Abell, MD, PhD, New York, New York
Gloria Balbona, MA, Mexico City, Mexico
Graham Barnes, MDiv, Chapel Hill, N. Carolina
Patricia Falzett, MA, Milwaukee, Wisconsin
Lucy Freedman, MA, Silver Spring, Maryland
Barbara Mueller, PhD, Seattle, Washington
Michael Reddy, PhD, Woburn Sands, England

Norman — Yes. About a year after I came, I was asked to chair the department in light of the fact that some of the other members of the department had a history with one another that was rather antagonistic. After chairing it temporarily for a year, they overwhelmingly supported me for a full term. So, as a consequence, I served as chairman for four years.

Script — So, being a newcomer and relatively uninitiated was to your advantage in that situation as well.

Norman — Exactly. I've always managed to learn a lot about what I have to do after I am in a position. Us associative learners have a knack for that.

Script — Going back for a moment, what did you eventually get your graduate degree in?

Norman — Well, to begin with, I got a MA in Rehabilitation Administration from Southern Illinois University with the prison system as an area of concentration. That was in 1971. Immediately after that, I got into a behavioral science PhD program at Carbondale. Then, two years after moving to St. John's, I entered the PhD program at the University of Minnesota in Psychological Foundations, which is primarily a teaching degree. I am now completing that after part-time work towards it after all these years and expect to take a final oral this month or next. I also took one year out to do a tutorial degree here in St. Cloud that led to a PhD in Counseling Psychology a year and a half ago.

Script — What other professional activities are you involved in right now?

Norman — There are a couple of things I am very excited about. I am presently enjoying a Vice-chairmanship of the State Board of Psychology in Minnesota, which is our licensure board. As a result, I have started getting involved in the more formal and traditional organizations of psychology.

I am also involved in a very special project at the Franciscan Convent in Little Falls, Minnesota called the Hope Community. It is a rehabilitation project for persons in religious life, primarily women in the Franciscan order. We provide an opportunity for them to go through periods of reevaluation and growth. It is a therapeutic community and, during the one to two years a woman is in the program, there is not a personal dimension that cannot be dealt with. The program has been going for four years now and I think it is very powerful that the Franciscan order here has

(continued on page 2)

Norman James (continued)

committed the time, money and staff to addressing issues of personal growth. It really confronts the stereotype that religious communities don't look at themselves.

Script — With all your background in clinical, administrative and teaching situations, you bring a lot of varied skills to the ITAA presidency.

Norman — Yes, I think so, and I expect I will be drawing on all of them a lot during my term.

Script — In a bit different vein, I understand that you've been involved in judo for many years. How did you get into that?

Norman — Basically through contaminated Kid motivation. I wanted to be the "baddest ass" in town so nobody would mess with me. I began my instruction at a commercial school in St. Louis and got so intrigued by the principles and mystique of it that I began to discipline myself seriously. I became quite proficient at it, and now have a 3rd degree black belt. I feel quite proud of that achievement. It's been a lot of fun and I've learned a lot through controlled competition.

I think the real pain for me came about four years ago. I had had problems with one of my legs since an accident in early childhood and over the years it got progressively worse until finally the leg had to be amputated. After that I had to face the fact that I could no longer be as active in judo as I wanted to be. So, now I'm gearing myself up for the administrative parts of judo and refereeing.

Script — So you can stay involved by using your administrative and teaching skills. That's great. I think congratulations are in order for you right now with regards to your personal life.

Norman — Thank you, yes. I just got married on November 28 and I feel like, for the first time, I've really engaged in a commitment with a person who has the resources to be a real partner with me. I've found, through very painful experience, that the ability to be partners is very important. Suzanne, my wife, is a doctoral student in Psychology at the University of Minnesota.

Script — Do you have children?

Norman — Yes, I have four children by two previous marriages and three step-children who live with Suzanne and me.

Script — Norman, I'm sure our readers would like to know some of the goals and hopes you have for your term as president.

Norman — Well, first of all, I would really like to see us rekindle some ideological commitment to the organization. I think, in some ways, the membership reflects a kind of "falling out of love" with the structure, as Eric so forcefully described in *Dynamics of Groups and Organizations.* I think one way to do that is to provide learning experiences for more members. In ITAA there has been a model which suggests that the vocal, assertive folks gain visibility. I'd like to see a model where visibility can be attained by being present, by simply getting in there and learning what you have to do in order to make a constructive, positive contribution. We need to provide an access route through which that can happen.

Script — Would you see committees as a large part of that?

Norman — Yes. I'd really like to see more co-chairs heading up committees with first-year participants sharing co-chair responsibilities. Those of us who have been around awhile tend, sometimes, to get exclusive because we can all share a level of skill functioning. We forget that that becomes mythical and intimidating for the "new kids" in the ball park. I'd like to see us invest power, authority and visibility in new folks, just as was done with me.

The second area of interest for me is that many people have been suggesting that we are going through an adolescent phase of development. If, indeed, we are, I would like to see us increase our capacity for appreciating various perspectives, a capacity which is vital for cooperative living.

During our earlier development, we paid a great deal of attention to our intuition and our Little Professor assessments that we could somehow make our system work even though other counseling systems or personality theories had not. That has often been seen by the external community as a finger-pointing, rebellious posture, in spite of the fact that we have been clear that we didn't want to point fingers or make judgments.

However, at this point in our growth, I'd like to see us begin "associating" with the external community in very specific ways. I'd like to see more cross-fertilization where we really get on with the professionalism that is demanded of us and very solidly recognize that we no longer have to be defensive or to chip out a place for ourselves as a discipline.

And then, of course, I think becoming objective about our own process is a part of adolescent growth. That means learning that maybe how we want to do it and how we think we do it aren't always how we do it. We need to begin practicing cooperative living and keeping perspectives straight with each other. For example, I think we need to begin differentiating on the Board what kinds of skills and thinking processes are most efficient for getting the job done so that we are not always so willing to put our clinical skills into use in business meetings.

A third area I'd like to see us work on is the myth that, as TM's, CPTM's and big trainers in the sky, so to speak, we have a special form of insight that's overwhelming in its substantive truth. We need to be aware that there's an aura attached to those of us who have been active in the structure for awhile. Folks who are new to all this want to rub shoulders with us and to know that getting to where we are isn't as hard or demanding as we sometimes magically make it out to be. We need to let those folks know that they can meet us and encourage them to come to Board and committee meetings, for example. This will help to bring new people into the structure and to break up the old power cliques.

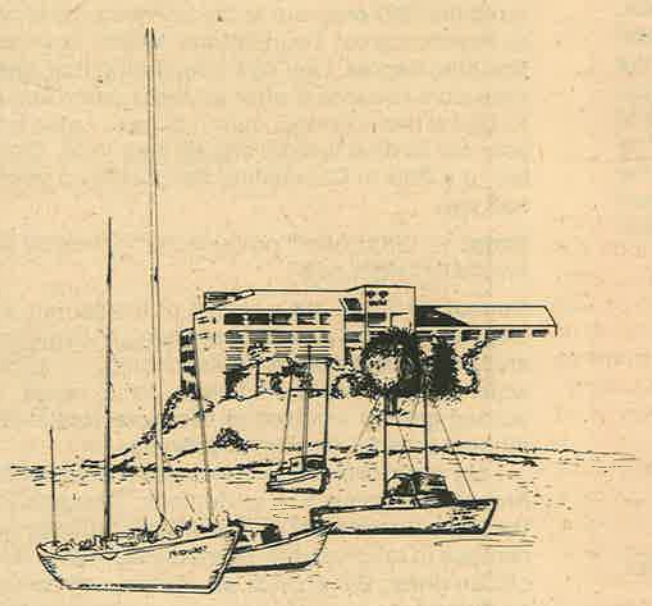
I would like to see us all become committed to a posture of cooperation and a theme of unity. I don't want to sound sanctimonious about this or to become a dispensing healer to the organization, but I do want to suggest that we cut out a lot of the paranoia, that we keep some perspective about when paranoia is really appropriate, and that we begin doing something active and constructive about making the ITAA ideologically sound so that our members and potential members "fall in love with it" again. I think that is where the enthusiasm comes from.

Fourthly, I am concerned about the international scene. I would like to see it develop in its own self-directed fashion at this point, without the ITAA having to be over-protective or afraid that things are not going to get done "our way." I would like to extend to the international community the feeling of mutuality and cooperation that I hope to see develop during my term. I think Muriel has done an excellent job of that in the last two years, and, in fact, if it were left to me, I'd like to see her appointed diplomatic envoy of ITAA.

For the first time, we've seen international members come out very strongly in the election process. That is a signal for me that our structure will work and is receptive to international members participating. I'd also like to say to the international members that, being a member of a minority group in this country used to overwhelm me at times to the point where I believed that the rest of the American community would never recognize me. I think my achievement of this presidency is a sign for ITAA members that hard work and participation in this structure does pay off. I don't want to sound patronizing to our international members by suggesting that they all do it my way, but I do want to be encouraging and to let them know that we're much more receptive, sometimes, than I think we make ourselves out to be.

The last area of concern that I want to mention here is that there is a suggestion going around that we change our dues structure. Some of the ideas and suggestions that we're getting are novel and attractive, but often they seem to have been chosen rather linearly. Some other organizations have implemented dues changes in the context of total organizational restructuring. For us to simply borrow one part of their program such as dues revision without looking at larger systemic or structural changes would be very risky. So, I invite people who want to see certain changes made to work those out in relation to our entire organizational structure.

Script — Norman, I can tell you are going to be a very wholistic president. Welcome aboard and thank you for talking with us.



1982 ITAA Winter Congress

JANUARY 13th—16th, MONTEREY, CALIFORNIA

Wednesday night thru Saturday night — Doubletree Inn (408) 649-4511

Solid Transactional Analysis presentations: advanced theory and techniques

Dorothy Jongeward and Ed Musselwhite opening conveners

Afternoon workshops with Bill Holloway, the Boyds, George Thomson, Bob Goulding, the Weisses Barbara Mueller, Lucy Freedman, Terri White, Richard Erskine, Rebecca Trautmann, Emily Ruppert Skinner, Ellyn Bader and O.J. Coogler.

A Whale Watching Boat Trip has been scheduled for Wednesday afternoon from 3-5 p.m. It is limited to 40 people and will cost $5.00 per person. You can register for this when you arrive at the hotel. Wednesday evening we'll have a "Whale-of-a-Party" to welcome everyone to Monterey and the 1982 Winter Congress.

Members Forum

Demise of Federal Asklepieion Programs

Dear *Script:*

I wish to inform my colleagues in ITAA of the current state of Asklepieion programs in the federal prison system.

I regret having to make this announcement, yet I think it is important for all trainers to know that the last two Asklepieion programs in the federal prison system were closed as of May, 1981. However, several state systems still have living, growing programs.

Historically, the first Asklepieion Program was founded by Dr. Martin Groder in 1969 at the Federal Prison in Marion, Illinois. The program grew and spread to numerous federal and state institutions. The last two programs in the federal system were located at the FCI in Oxford, Wisconsin and FCI, Tallahassee, Florida. Both programs were healthy and the men in them were maintaining a clean treatment culture. Both were closed by the executive staff for "administrative reasons relative to overall institution program needs and bed space."

Sincerely,
Ted Harrison, MS, CTM

Boston PTM Contract Workshop Appreciated

Dear Editor:

"Wow!" Congratulations to the Program Committee for its keen insight in selecting the team of Vann Joines, Emily Ruppert-Skinner and Ken Windes to lead the PTM Contract Workshop in Boston. They were superb in organizing it and providing me with a *wonderful* experience. I was most impressed with the similarity in their interpersonal and professional styles. They are all individuals whom I would describe as warm, empathic, supportive and, at the same time, self-assured. Let's see more of them as a team.

Sincerely,
Alphonzo S. Lawson

Dear Members:

Alfonso from New Jersey asked all of us who participated in this year's PTM Contract Workshop in Boston to write to the *Script* with our opinions, thoughts and feelings about the workshop.

I am a SFPTM working mainly in the OD and management training field in Brazil and Portugal. As I said at the end of the workshop, I learned a great deal about how CM's perform and I enjoyed the learning and fun we had together. The three TM's were wonderful and very patient with us.

It was a worthwhile experience and I would like to recommend it to all of you who have not yet attended one.

My one suggestion is that the next PTM Contract Workshop with special fields members in attendance would benefit from having one SFTM among the staff.

Warm regard to you all,
Gaby Ferreira

My Fair Lady (Slightly Revised)

Dear Editor:

I'd like to offer some musical notes for an up-beat start to a new season.

To the tune of "The Rain in Spain"

The pain, it's plain, is mainly in the brain
The pain, it's plain, is mainly in the brain
Once again, where does it pain?
In the brain, in the brain
And how's the groggy brain
In pain, in pain
The pain, it's plain, is mainly in the brain.

To the tune of "I Could Have Danced All Night"

I could've changed all night
And still have worked some more
I cannot quite explain
How I invented pain
I'd never felt before
I'll never know what made it so exciting
Why all at once my heart took flight
I only know when he
Began to work with me
I could've changed, changed, changed all night.

To the tune of "On the Street Where You Live"

I have often talked to this chair before
But I never really saw that it was there before
It was Mom or Dad
It was mad or sad
It was more than a brown wooden chair.

My chair feared for me
My chair cheered for me
My chair talked - and told me how I'd rather be
As the time went by it would confront and sigh
It was more than a brown wooden chair.

Oh, the towering feeling
Just to know somehow it was near
That overpowering feeling
That any second my wooden chair would care more.

Now my chair will stare
It doesn't bother me
Because I know there's folks
With whom I'd rather be
All at once I'm clear
In the Now and Here
And what's there is a brown wooden chair.

To the tune of "Wouldn't It be Loverly"

All I want is a group somewhere
Far away from competitor's snare
With bread to pay my fare
Oh wouldn't it be loverly
Lots of clients for me to meet
Lots of problems for me to treat
Warm strokes, warm folks, warm feet
Oh wouldn't it be loverly
Oh so loverly, absolutely get the box of tissue
I would never miss a deep, unspoken non-verbal issue
With a client's head on my knee
As symbiotic as we can be
Then passing on to autonomy
Oh wouldn't it be loverly

Barbara Stock, PhD, RM

San Francisco Doctors

Dear Jonathan:

Congratulations on getting rid of those San Francisco doctors — Eric Berne, et al.

Yours truly,
William Cavender, MD

The Mountain of Zid

Dear Editor:

There once was a man from the land of Zid which was situated on a great plain. One could look for miles and see only flat, monotonous land. The man noticed how boring he and the inhabitants of Zid were living on such a miserable, mundane stretch of territory. It seemed like no one had any real purpose for living, everyone seemed to be as good as everyone else, and this state of affairs did not seem good enough.

The man wondered what could be done about all this. So, he traveled to other places to find out how they lived. He discovered that people who lived in the mountains and hills seemed happier than those who didn't. He particularly noticed that those who lived higher up the mountain seemed to be more important and powerful than those who lived further down the mountain.

The man returned home with a burning idea in his head. He would gather all the people together who lived in Zid and organize them to build a mountain! It would be good for the people. They would have hope, knowing that, when the mountain was built, they could compete for the privilege of living on the mountain. This would definitely make everyone feel better. The higher up the mountain, the more important they would be.

The man thought that once the mountain was built, they would need three committees; one to maintain the existence of the mountain, one to watchdog the different levels of residence on the mountain, and a third to work towards acceptance into the International Association for Mountain Living. After all, everybody needs a mountain.

Today you can travel to the land of Zid and, sure enough, there is the mountain, right smack in the middle of the great plains. A lot of people still live on the plains and are awed and amazed about the mountain. They sell postcards and souvenirs to the tourists. People come from miles to look at the mountain.

Now, everybody knows that it is not a real mountain, but who wants to talk about it!

Illusively,
Fred M. Fariss, Tourist

Winners All

Dear Editor:

How do you get to be winner of a Fun Run — as opposed to being a winner as I see all participants are supposed to be? Surely it isn't by getting somewhere first! Could it perhaps be by having more fun than anyone else?

Competitively yours,
Eva Ross

Dear Eva:

Our sentiments exactly. That's why all participants in the Boston Fun Run (all six of them!) were listed as winners in the September Script.

Cooperatively yours,
The Editor

Foot Story Addendum

Dear Editor:

With regards to Berne's "Foot Story," I think that, had he lived, Eric would have been more than a little interested in body therapies. Both the splinter story and the stacked coin illustration fit so well with some of the Reichian and neo-Reichian work.

I enjoy the *Script*. Thanks for keeping it coming.

Love,
Lin Hodes, ACSW

The Script
(ISSN 0164-7393)
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
Book Review Editor ..... Pete Pearson, PhD
Editorial Board (Sub-committee of Public Information and Professional Relations Committee): Les Kadis, Ken Ernst, Pete Pearson, Penee Field-Orfila

Deadlines: receipt in ITAA office on first of month prior to 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/yr. as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office (address above). Second class postage paid at San Francisco, California. POSTMASTER: send address changes to *The Script*, 1772 Vallejo St., San Francisco, CA 94123. © 1981 International Transactional Analysis Association, Inc.

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.

Psychologists and Radio Talk Shows — Can They Work Together?



By Judi Daxon

A businessman calls about his ulcer and its connection to stress. Another asks about impotency. A housewife comments about violence in cartoons. A recently divorced mother inquires about the advantages of joint custody. All of this takes place on a radio talk show once a week with clinical psychologist George Kohlrieser.

"My goal," says Kohlrieser thoughtfully, "is to create an awareness of how psychology can assist people in solving daily issues and how they can use it to make their lives work more effectively. In private practice, at most I can see ten clients, individually, on a given day. However, the information I can provide over the radio can open options for life changes for many more people, people who ordinarily wouldn't think of therapy as an option."

According to Tod Rifner, producer of the WAVI talk show, quite a few of their listeners are regulars. After talking to George about a problem one week, some of them will call back on a later show to let him know how they are doing. They cover a cross-section of people, age 25 and up, including college students, retired persons from all walks of life, housewives and businessmen.

This does not mean that Kohlrieser gives advice on the air. He says, "I provide a model for getting the person to think of options rather than giving advice. In general, my goal is to help the caller clarify what he or she is feeling and his or her options for solving the problem."

Mike Scinto, the talk show host who works with Kohlrieser, is clearly enthusiastic about the show's format. Comparing it with others he does, he says, "This show is different in that it's not just to inform. Other guests come in to talk about their book or project or something they're interested in. With George's show, the audience calls in with their concerns and problems. The anonymity of the call-in situation allows people to share intimate concerns without feeling threatened."

The topics and concerns covered on the show range from bed wetting to parenting to marital or family problems. One long-distance caller wanted to know whether it would be more detrimental to an adolescent to see *Deep Throat* or a violent Clint Eastwood movie.

Sex is, of course, one of the more titillating subjects for listeners. Hearing about other people's intimate problems attracts the voyeur in many people. However, Rifner does not consider the show entertainment. "I think of the show as an opportunity for people to discuss problems openly without going to an office. "They can explore the idea of therapy and how it might work in their lives without the risk of exposure or becoming involved with a therapist whose personality might clash with their own.

Kohlrieser adheres strictly to ethical standards in doing the show. In fact, he quotes the Ethical Standards of Psychologists in describing his show's goal of "increasing man's understanding of himself and others." He does not encourage people to see him privately, but lets people know about a number of different services in the area. He also lets people know about the different kinds of therapy that are available. As he says, "I'm not committed to any one therapy. I'm interested in finding what works for the individual."

Rifner says, "Audience reception is always pretty good with George. About twenty minutes into the show, our lines are full. We tried this with other psychologists for short periods. It didn't work. George has the best personality for this kind of show. He's sort of laid back, the type who communicates well over the phone. He has a very accepting personality. We've had a number of people call in off the air and tell us, 'Keep George — we like him.'"

George Kohlrieser has been doing the program for WAVI since November, 1979. A Teaching Member in ITAA, he has been practicing for 12 years and founded the Shiloah Center for Human Growth in Dayton, Ohio. He also conducts workshops and seminars throughout the US and Europe.

Judi Daxon is a freelance writer who has written for the Dayton Daily News *and a number of nationally known magazines such as* Home Life, Women's World *and* Trailer Life.

Transactional Analysis and the Computer

by Dr. Mike Woods

Perhaps the most interesting thing about talking to other people is that the communication can be through a variety of ego states. Perhaps the boring thing about talking to a computer is that, up until recently, the ego state was absolutely predictable.

Those who have not worked with computers may think that the human's relationship with the ultimate machine must be in Adult since the computer is obviously ruled by logic.

In practice this is simply not so. The "Adult" is the ultimate holder of Parent messages. What it has in its programs is a set of absolutes. You see in front of you on a terminal or read from the rushes in a plastic basket the immortal words: ERROR MESSAGE IN 670. They destroy whatever confidence you might have had.

The computer is the absolute Critical Parent and the user is the perfect Adapted Child. Every move is compared against a scale of accepted behavior and only complete compliance allows *any* communication at all.

I think this relationship between the computer and its user has, until very recently, been the unspoken reason for the strange placing of computers in our society. In spite of the fact that technology no longer requires the air-conditioned rooms of the early valve-driven sets of the 1950's, the temples with their acolytes have survived. Access may be through confessional boxes with Visual Display Units or rapid printers, but the relationship remains the same.

Throughout this only slightly humorous essay, I have given the impression that things may be changing. In fact, manufacturers are now advertising personal computers for under a hundred pounds and the front runner, called PET, has more capacity than the giants of the 50's, sits on a table top and costs about 500 pounds (U.K.). And in the last two years, a new hobbiest craze has been growing in the US and now in the United Kingdom. It is the computer game.

The new microcomputers will play the old games of poker, pontoon, and chess, but they also offer more exotic games with dramatic names like "Space Invaders" and "Battleship Gallactica." The familiarity of the game allows the pretext that the computer is in the Child ego state. They can be beaten and they can glory in victory.

As a popularizer of the micro, I see it as my job to write programs for them that allow a pseudo Adult-Adult transaction. My PET programs, like others in the field, explain and help. They give arguments, using a great deal of their computing capacity in the process. When the user makes an error, they attempt to correct it, but they are designed so that they can be "pushed about" too. Corrections are instantaneous and uncritical.

The Adult-Adult transaction is the ideal I hold continuously in my mind when I write programs. Many of them deliberately stroke, both positively and negatively:

"Well done! You can have a job with Space Control any time, Mike!"

"Oh dear! You've just aborted a $5 million mission."

The computer asks your name and uses it. It belongs to you and nobody else. It begins to be the servant and friend of science fiction.

The next generation of computers is around the corner. It will have "learning." With learning, we introduce the truly Adapted Child state and soon we will have a creature that will really change our outlook.

The creatures we have now, however, are certainly worth the quote I heard recently. "It's nice to get back to computers. They are so much easier than people."

However, when the computer starts saying that, THEN WORRY!

Mike Woods is the Assistant Director of Management Development Programs for the Management Center, University of Bradford, West Yorkshire, England.

Special Insert

Bylaws Revision Completed

Your Board of Trustees, at its meeting on August 15, 1981, adopted these Bylaws for the ITAA. Under the laws of the State of California, with which we operate, these Bylaws will become official unless you, the voting membership, choose not to ratify their adoption.

The Bylaws, as you see them here, are the product tion. A ballot has been provided so that you can vote for or against their adoption. To be recorded, ballots must be received at the ITAA office no later than March 31, 1982.

The Bylaws, as you see them here, as the product of a very long, extensive process. With the advent of a new legal code in California, we were forced to make certain changes in our old Bylaws. While we were in that process, the Bylaws Committee worked extensively with association attorneys and specialists to produce a current set of Bylaws and a Guidelines Manual to facilitate their implementation. This has all been considered at great length by the Bylaws Committee, our attorney and the Board of Trustees.

The time has come for you, the members of ITAA, to vote on the Bylaws. I urge you to study them and then to return your ballot promptly.

Robert F. Andersen,
Executive Director

ITAA Bylaws

ARTICLE I

PRINCIPAL OFFICE

The principal office of the corporation shall be located in the City and County of San Francisco at an address to be established by resolution of the Board of Trustees.

PURPOSE

The purpose of ITAA, as a non-profit educational corporation, is to create and promote conditions in which all individuals shall have the opportunity to live autonomous and socially responsible lives, to respect the individuality and common humanity of all people, and to relate to others without discrimination on the basis of race, color, creed, nationality, socio-economic condition, sex or age.

In pursuit of this purpose, ITAA specifically commits itself to the use of TA to aid people to:

. . . grow in the realization of their potential
. . . be aware of their relationship to the world around them
. . . choose effectively their own response when faced with uncertainty
. . . be intimate with others of their choice
. . . be responsible in their behavior
. . . experience joy in life
. . . achieve goals they set for themselves.

As an organization, ITAA will:

. . . ensure there will be competent, ethical practitioners of TA for individuals and organizations desiring help
. . . support the development, clarification, simplification and evaluation of TA theory and methods
. . . promote competency-based evaluation of TA professionals
. . . provide a forum for the discussion of issues relevant to the purpose
. . . promote contractual application of TA in all areas of use
. . . oppose psychological and social violence and oppression
. . . study and promote the process of cooperative problem-solving.

ARTICLE II

MEMBERSHIP

Section 1. **Classes of Membership.** The Board of Trustees may, by resolution, establish classes of voting and non-voting membership, determine the eligibility requirements and the rights and obligations of each class of membership.

Section 2. **Regular Meetings.** A regular meeting of the voting members shall be held once each year, ordinarily in conjunction with the Summer Conference or at such other time and place designated by the Board.

Section 3. **Special Meetings.** Special meetings of the voting members may be called by the president or by at least one-tenth (1/10) of the voting members.

Section 4. **Notice of Meetings.** Notice of all meetings, whether regular or special, shall be given in writing to all voting members by the secretary. If the secretary refuses or neglects to give notice within thirty (30) days prior to the meeting, a voting member may give such notice. Such notices shall be sent to the member's address appearing on the books of the corporation not less than twenty (20) days nor more than ninety (90) days before such meeting.

The notice for a regular meeting must specify the place, date and time of the meeting, and, in addition, those matters which the Board, at the time of the mailing of the notice, intends to present for action by the members. If Trustees are to be elected, the names of all nominees at the time of the notice must also be specified.

Notice of a special meeting must specify the place, date and time of the meeting, and, in addition, the general nature of the business to be transacted. No other business may be transacted at a special meeting.

Section 5. **Defective Meetings.** If the call or the timing or the contents of the notice of a meeting are defective, the defect can be cured if all the members consent in writing to waive the improper notice and consent to the meeting or approve the minutes. Attendance of a person at a meeting shall constitute a waiver of notice of and presence at such meeting, except when the person objects at the beginning of the meeting to the transaction of any business because the meeting is not lawfully called or convened and except that attendance at a meeting is not a waiver of any right to object to the consideration of matters required to be included in the notice but not so included, if such objection is expressly made at the meeting.

Section 6. **Quorum.** Five percent (5%) of the voting membership must be present at any meeting to constitute a quorum. If the quorum, however, is less than one-third (1/3) of the voting membership, the members may act only on matters the general nature of which was mentioned in the notice of the meeting. Once a quorum is present at a membership meeting, the members may take valid action even though members leave so that less than a quorum remains.

Section 7. **Action.** The act of a majority of the voting members present at the meeting at which a quorum is present shall be the act of the membership. Voting members may vote in person or by a written proxy filed with the Secretary.

Section 8. **Termination of Membership.** A member may resign from membership at any time, but such resignation will not relieve the resigning member from any obligations or charges incurred, services or benefits actually rendered, dues, assessments or fees, arising from contract or otherwise.

A member may be expelled or suspended for non-payment of dues or assessments or for unethical conduct.

A member may be suspended or expelled for unethical conduct only as such action is recommended by the Ethics Committee to the Executive Committee, supported by a written statement of the reason for the recommendation. Upon receipt of such recommendation the Executive Committee shall give the member a copy of the reasons for the recommendation and shall request enactment of the recommendation by the Board of Trustees and shall notify the member of the place, date and time at which the Board shall act on the recommendation or the Executive Committee shall authorize appeals for review of the Ethics Committee's recommendation to the Board of Trustees. Notice shall be sent to the member at least fifteen days prior to the date of the recommendation or the date of the hearing of an appeal and shall be given in writing in English and in the language of the member, personally or by registered mail or by cablegram to non-U.S. members, sent to the last address of the member shown on the corporation's records. The member shall be notified by the Board of the member's opportunity to submit a written or oral statement to the Board at or before this meeting. The notice to the member shall advise the member if the Board acts to suspend or expel the member. Such expulsion or suspension shall be effective five days after the Board has held its hearing and passed on the recommendations.

Section 9. **Merger.** The existence of this corporation may not be terminated by merger or by dissolution or a disposition of substantially all of this corporation's assets without a membership vote.

Section 10. **Inspection.** The voting members of this corporation have the right to inspect the books, records, and membership lists of this corporation for a purpose reasonably related to their interests as a member and also the right to inspect financial reports of this corporation upon written request.

Section 11. **Liability.** A member is not, as such, personally liable for the debts, liabilities or obligations of this corporation.

ARTICLE III

BOARD OF TRUSTEES

Section 1. **Powers.** This corporation shall have powers to the full extent allowed by law. All powers and activities of this corporation shall be exercised and managed by the Board directly or, if delegated, under the ultimate direction of the Board.

Section 2. **Number of Trustees.** The authorized number of trustees shall be thirty (30): twenty-four (24) trustees elected by the voting members plus the president, two vice-presidents, secretary, treasurer, and the immediate past president.

Section 3. **Election and Term of Office of Trustees.** At least forty-five (45) days prior to the regular meeting of the membership, the Nominating Committee shall notify in writing all voting members of the corporation of the Committee's nomination of candidates for election to the Board of Trustees. Any member of the corporation shall be eligible for nomination, provided that no trustee shall be eligible to succeed himself after completing a full three-year (3) term of office, or if elected to fulfill an unexpired term of more than one (1) year. Nominations of candidates for election to the Board of Trustees may also be made from the floor of the regular membership meeting by any voting member and/or by petition requiring the signatures of ten voting members. Each year eight (8) trustees shall be elected by mail ballot, to serve for three (3) years commencing on January 1 of the year immediately following their election. A ballot shall be mailed to all voting members within thirty (30) days following the regular meeting of the membership. Each voting member shall be entitled to one (1) vote for each vacancy, but shall not be entitled to accumulate votes. Ballots shall be returned within forty-five (45) days following the date of mailing. The results of the election shall be made known to all nominees within thirty (30) days and to the voting membership thereafter. The election of the president shall be by a majority. Should the initial ballot not produce such a majority, the two candidates pulling the highest number of votes shall then be voted upon by a second mail ballot with all votes to be returned within forty-five (45) days from the date of mailing.

Section 4. **Vacancies.** A vacancy in the Board of Trustees shall be deemed to exist in the event that the actual number of trustees is less than the authorized number for any reason. Vacancies may be filled by the Board for the unexpired portion of the term remaining until the next regular membership meeting. At the next regular membership meeting, the vacancy shall be filled by vote of the membership.

Section 5. **Resignation and Removal.** Resignation of any trustee shall be effective upon receipt of written notice by the secretary. The Board of Trustees may remove a trustee who has been declared of unsound mind by final order of court or convicted of a felony or found by a final judgment of any court to have breached the Standard of Care provided for in these Bylaws. A trustee may be removed without cause only by a vote of a majority of the members by mail ballot. Trustees who miss two consecutive meetings will be automatically removed from office unless they request and are granted an exception by the Board.

Section 6. **Regular Meetings.** Regular meetings of the Board of Trustees shall be held twice a year, ordinarily in conjunction with Summer Conference and the Winter Congress.

Section 7. **Special Meetings.** Special meetings of the Board of Trustees may be called by the president or by any ten (10) trustees. Special meetings shall be held at the date, place and time stated in the written notice.

Section 8. **Notice.** Written notice of any regular or special meeting of the Board of Trustees shall be given to each trustee at least four (4) days before any such meeting. The notice shall be delivered personally or by first-class mail or telegram.

Section 9. **Waiver of Notice.** The transactions of any meeting of the Board of Trustees, however called and noticed or wherever held, shall be as valid as though taken at a meeting duly held after regular call and notice, if a quorum is present, and either before or after the meeting, each of the trustees, not present signs a written waiver of notice, a consent to holding the meeting, or an approval of the minutes. The waiver of notice or consent need not specify the purpose of the meeting. All waivers, consents and approvals shall be filed with the corporate records or made a part of the minutes. Notice of a meeting shall also be deemed given to any director who attends the meeting without protesting before or at its commencement about the lack of adequate notice.

Section 10. **Quorum.** A majority of the trustees in office shall constitute a quorum. The act of a majority of the

trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees, except as otherwise provided in these Bylaws. Trustees may not vote by proxy. A meeting at which a quorum is initially present may continue to transact business not withstanding the withdrawal of trustees, if any action present is approved by a majority of the quorum required for such meeting.

Section 11. **Action Without a Meeting.** Any action required or permitted to be taken by the Board may be taken without a meeting, if all members of the Board shall individually or collectively consent to such action. Such written consents shall be filed with the minutes of the proceedings of the Board. Such action by written consent shall have the same force and effect as the unanimous vote of such trustees.

Section 12. **Standard of Care.**

A. **General.** A trustee shall perform the duties of a trustee, including duties as a member of any committee of the Board on which the trustee may serve, in good faith, in a manner such trustee believes to be in the best interest of this corporation and with such care, including reasonable inquiry, as an ordinarily prudent person in a like situation would use under similar circumstances.

In performing the duties of a trustee, a trustee shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, in each case prepared or presented by:

(1) One or more officers or employees of the corporation whom the trustee believes to be reliable and competent in the matters presented;

(2) Counsel, independent accountants or other persons as to matters which the trustee believes to be within such person's professional or expert competence; or

(3) A committee of the Board upon which the trustee does not serve, as to matters within its designated authority, which committee the trustee believes to merit confidence, so long as in any such case, the trustee acts in good faith, after reasonable inquiry when the need therefore is indicated by the circumstances and without knowledge that would cause such reliance to be unwarranted.

A person who performs the duties of a trustee in accordance with the above shall have no liability based upon any failure or alleged failure to discharge that person's obligations as a trustee, including, without limiting the generality of the foregoing, any actions or omissions which exceed or defeat a public or charitable purpose to which a corporation, or assets held by it, are dedicated.

B. **Investments.** Except with respect to assets held for use or used directly in carrying out this corporation's charitable activities, in investing, reinvesting, purchasing, acquiring, exchanging, selling and managing this corporation's investments, the Board shall avoid speculation, looking instead to the permanent disposition of the funds, considering the probable income, as well as the probable safety of this corporation's capital. No investment violates this section where it conforms to provisions authorizing such investment contained in an instrument or agreement pursuant to which the assets were contributed to this corporation.

Section 13. **Prohibited Transactions.**

A. **Loans.** This corporation shall not make any loan of money or property to or guarantee the obligation of any trustee or officer; provided, however, that this corporation may advance money to a trustee or officer of this corporation or any subsidiary for expenses, reasonably anticipated to be incurred in performance of the duties of such officer or trustee so long as such individual would be entitled to be reimbursed for such expenses absent that advance.

B. **Self-Dealing Transaction.** Except as provided in Subsection C below, the Board shall not approve a self-dealing transaction. A self-dealing transaction is a transaction to which the corporation is a party and in which one or more of the trustees has a material financial interest.

C. **Approval.** The Board of Trustees may approve a self-dealing transaction if the Board determines that (1) the corporation enters into the transaction for its own benefit; (2) the transaction is fair and reasonable to the corporation; and (3) after reasonable investigation, the Board determines that it could not have obtained a more advantageous arrangement with reasonable effort under the circumstances. Such determinations must be made by the Board, in good faith, with knowledge of the material facts concerning the transaction and the trustee's interest in the transaction, and by a vote of a majority of the trustees then in office, without counting the vote of the interested trustee or trustees.

Section 14. **Indemnification.** This corporation may provide indemnification to the full extent allowed by law. The Board of Trustees may adopt a resolution authorizing the purchase of insurance on behalf of any agent of this corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not this corporation would have the power to indemnify the agent against that liability under law.

Section 15. **Inspection.** Every trustee shall have the absolute right at any reasonable time to inspect and copy all books, records, and documents, and to inspect the physical properties of this corporation.

Section 16. **Compensation.** The trustees shall not receive any compensation for their services as trustees. The Board of Trustees may, however, by resolution, reimburse any trustee for all or any portion of these expenses incurred by such trustee in attending any meeting of the Board of Trustees, provided that written evidence of all such expenses shall be filed with the treasurer of the corporation before such reimbursement shall be made. This Section shall not preclude any trustee from serving the corporation in any other capacity and receiving reasonable compensation.

ARTICLE IV

OFFICERS

Section 1. **Officers.** The officers of this corporation shall be president, two vice presidents, secretary and treasurer, and such other officers as the Board of Trustees may determine. No two or more offices may be held by the same person.

Section 2. **Election and Term of Office.** The officers of this corporation shall be elected by the voting members of this corporation. Officers shall serve for a period of two (2) years commencing on January 1 of the year immediately following an election and shall not hold the same office for consecutive terms.

Section 3. **Removal.** Subject to the rights, if any, of an officer under any contract of employment, any officer may be removed, with or without cause, by two-thirds (2/3) of the Board of Trustees.

Section 4. **Vacancies.** A vacancy in any office for any reason shall be filled by the Board of Trustees for the unexpired portion of the term until the next regular meeting of the membership.

Section 5. **President.** The President shall be the principal executive officer of the corporation. Subject to the control of the Board of Trustees, the president shall supervise and direct the Executive Director in carrying out policies set by the Board of Trustees. The President shall preside at all meetings of the membership, at all meetings of the Board of Trustees, and at all meetings of the Executive Committee. The President may sign on behalf of the corporation all documents, contracts and other instruments or may delegate this authority to the Executive Director except when the signing and execution thereof shall be expressly reserved to the Board of Trustees or shall be expressly delegated by the Board of Trustees, by these Bylaws or by statute, to some other officer or agent of the corporation.

Section 6. **Vice-Presidents.** The two vice-presidents shall have specific responsibilities as designated by the Board of Trustees. Each shall be provided with a copy of the policies, rules and duties of the office. At the January meeting, the Board of Trustees shall designate one vice-president to perform the duties and to exercise the powers of the president in the absence of or in the event of disability of the president.

Section 7. **Secretary.** The secretary shall oversee and be responsible for a full and complete record of the proceedings of the trustees, shall serve such notices as may be proper or necessary, shall supervise the keeping of the records of the corporation, and shall discharge such other duties as pertain to the office or as prescribed by the trustees.

Section 8. **Treasurer.** The treasurer shall oversee and be responsible for the keeping of the books and shall have charge and custody of all funds of the corporation, shall deposit such funds in the manner required by the trustees, shall keep and maintain adequate and correct accounts of the corporation's properties and business transactions, shall render reports and accountings as required, shall serve as chairperson of the Finance Committee, and shall discharge such other duties as pertain to the office or as prescribed by the Trustees.

Section 9. **Immediate Past President.** The Immediate Past President shall serve a term concurrent with the current President as a member of the Board of Trustees and the Executive Committee and shall chair one of the committees.

Section 10. **Executive Director.** The Executive Director shall be the principal managing officer of the corporation subject to the control of the President, Executive Committee and the Board of Trustees. The Executive Director shall execute policy decisions of the Board of Trustees and shall supervise and direct the day-to-day business affairs and the staff operations of the corporation. The Executive Director shall be a non-voting member of the Board of Trustees.

ARTICLE V

COMMITTEES

Section 1. **Committees of Trustees.** The Board of Trustees may, by resolution adopted by a majority of the Trustees then in office, designate one or more committees, each consisting of two or more trustees, to serve at the pleasure of the Board. Appointments to such committees shall be by majority vote of the trustees then in office. Any committee with powers of the Board shall consist of two or more trustees. Any such committee, to the extent provided in the resolution, may have all the authority of the Board, except that no committee, regardless of Board resolution may:

(a) Fill vacancies on the Board of Trustees or on any committee;

(b) Fix compensation of trustees for serving on the Board or any committee;

(c) Amend or repeal Bylaws or adopt new Bylaws;

(d) Amend or repeal any resolution of the Board of Trustees which by its express terms is not so amendable or repealable;

(e) Appoint any other committees of the Board of Trustees or the members of these committees;

(f) Spend corporate funds to support a nominee for trustee after there are more people nominated for trustee than can be elected.

Section 2. **Meetings.** Meetings and actions of committees shall be governed by and held and taken in accordance with the provisions of Article III of these Bylaws concerning meetings and trustees, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the Board of Trustees and its members. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The Board of Trustees may adopt rules for the governance of any committee not inconsistent with the provisions of these Bylaws.

Section 3. **Board of Certification.** The ITAA shall establish a Board of Certification, hereafter called B.O.C., for examination and certification of Transactional Analysts. The B.O.C. shall be administratively independent of the ITAA and any of its subcommittees or boards. This administrative independence is assured by these Bylaws. The B.O.C. is granted administrative independence in the ITAA Guidelines Manual.

ARTICLE VI

ADMINISTRATION

Section 1. **Fiscal Year.** The fiscal year of this corporation shall be the calendar year.

Section 2. **Contracts.** The scope of authority of any officer or agent of this corporation shall not include the execution of any contract or instrument in the name of or on behalf of the corporation or the power or authority to bind the corporation by any contract or agreement or to pledge its credit or to render it liable for any purpose or in any amount unless such authority is specifically authorized by the Board of Trustees.

Section 3. **Checks and Drafts.** The Board of Trustees may designate the persons authorized to sign or endorse checks, drafts, or other orders for payment of money, notes or other evidence of indebtedness issued in the name of or payable to the corporation.

Section 4. **Staff.** The office staff of this corporation shall be under the supervision of the Executive Director and shall consist of such employees as the Board of Trustees may authorize.

Section 5. **Compensation.** The Executive Director, elected officers, office staff members and committee members shall receive such compensation as the Board of Trustees may determine.

Section 6. **Audit.** A certified audit of this corporation's books shall be obtained on an annual basis.

Section 7. **Reports to Trustees.** The president shall furnish a written report annually to all voting members of this corporation by April 30, containing the following information:

(1) The assets and liabilities, including the trust funds, of this corporation as of the end of the fiscal year;

(2) The principal changes in assets and liabilities, including trust funds, during the fiscal year;

(3) The revenue or receipts of this corporation, both unrestricted for particular purposes, for the fiscal year;

(4) The expenses or disbursements of this corporation, for both general and restricted purposes during the fiscal year;

(5) Any transaction during the previous fiscal year involving Forty Thousand Dollars ($40,000.00) or more between this corporation or a subsidiary and in which any trustee or officers of the corporation or subsidiary was a party. The report must disclose the names of the interested persons involved in such transaction, stating such person's relationship to the corporation, the nature of such person's interest in the transaction and, where practicable, the amount of such interest;

(6) The amount and circumstances of any indemnifications or advances aggregating more than Ten Thousand Dollars ($10,000.00) paid during the fiscal year to any officer or trustee of the corporation.

Section 8. **Parliamentary Authority.** The parliamentary procedure by which meetings of the trustees and members shall be conducted shall be that contained in the current edition of Robert's Rules of Order, Newly Revised.

Section 9. **Bylaw Amendments.** The adoption of any amendment to these Bylaws shall require approval of the voting members at a membership meeting or by written ballot.

All proposed amendments shall be reviewed by the Bylaws Committee. Any voting member may propose a Bylaw amendment by submitting it in writing to the chairperson of the Bylaws Committee at least sixty (60) days before it is voted on by the membership.

The Bylaws Committee, in reviewing the proposed Bylaw amendment shall determine the effect of the proposed amendment and shall recommend approval or rejection.

The Bylaws Committee at the direction of the Board shall provide to the membership a copy of the proposed Bylaw amendment together with the Bylaws Committee recommendation. In the event that the Board of Trustees determines that the proposed Bylaw amendment shall be submitted to the membership at the next regular membership meeting, the Bylaw Committee shall mail those documents to the voting membership at least ten (10) days in advance of that membership meeting. In the event the Board of Trustees determines to submit the proposed Bylaw amendment to the members for action by written ballot, the Bylaw Committee shall include those documents with the written ballot.

ITAA Guidelines Manual

ARTICLE I — MEMBERSHIP

Section 1. Membership

Membership is open to all persons regardless of race, creed, ethnic group, religion, age, sex, sexual preference, penal servitude, or political association. Applicants who have met the requirements for membership to the satisfaction of the Board of Trustees shall become members upon receipt of written notification from the Board of Trustees and the payment of such tuition, dues, assessments, and/or fees as may be set from time to time by the Board of Trustees.

Section 2. Voting Membership

The following categories of membership shall be entitled to vote:

2.1. **Regular Membership**

Regular Membership is available upon application to persons who have demonstrated an interest in Transactional Analysis and the activities of the association by three immediately preceding years of consecutive membership as an Associate member and either by completion of a TA 101 course or exam.

2.2. **Clinical Membership**

Clinical Members are Certified Members whose competence has been certified in the fields of application of Transactional Analysis designated as clinical.

2.3. **Special Fields Membership**

Special Fields Members are Certified Members whose competence has been certified in the fields of applications of Transactional Analysis other than clinical.

2.4. **Clinical Teaching Member**

Clinical Teaching Members are Certified Members who have been previously certified as competent in clinical applications of Transactional Analysis and subsequently been examined and certified as competent to sponsor others for Certification as Clinical Teaching Members or Special Fields Teaching Members.

2.5. **Special Fields Teaching Member**

Special Fields Teaching Members are Certified Members who have been previously certified as competent in special fields of Transactional Analysis and who have subsequently been examined and certified as competent to sponsor others for Certification as Special Fields Teaching Members.

2.6. **Members in Training**

Members in Training are persons who have initiated a training contract with the intent of becoming a certified member. The submission of a valid training contract and the requisite dues and fees shall constitute application. Members in Training retain the privilege of vote only if they retain an active training contract.

Section 3. Non-Voting Membership

The following categories of membership shall not be entitled to vote:

3.1. **Associate Regular Membership**

Associate Regular Membership is available upon application by persons who have demonstrated an interest in Transactional Analysis and in the activities of the association and whose application is favorably endorsed by a Certified Member.

Section 4. Organization Affiliation

Organizational affiliation is available to organizations which, in the judgment of the Board of Trustees, satisfy the essential requirements of affiliation with ITAA. Their members are members of ITAA in the appropriate voting or non-voting categories as they meet the requirements of these categories.

ARTICLE II — COMMITTEES

Section 1. Establishment of Committees

The Board of Trustees shall establish the standing committees specified in this Article and may establish other committees by resolution. The trustees shall recruit chairpersons and committee members to reflect the regional, geographical and worldwide membership of ITAA. Except as otherwise provided in such resolution of this Article, members and chairpersons of each committee shall be members of the corporation appointed by the president with the approval of the Board of Trustees. Rotating or staggering of membership on committees is recommended. They shall serve until their resignation, removal by the Board or until the first meeting of the Board each calendar year. The Board shall develop a manual for each standing committee, specifying responsibilities, privileges and policy for each committee. Such manual shall be in writing and shall be given to each chairperson. The Board shall receive such reports in writing and shall provide any actions necessary to implement the recommendations of the committee as approved and accepted by the Board.

Section 2. Training Standards Committee

The Training Standards Committee shall set the standards for training and supervision pertaining to all classes of membership and be responsible for making recommendations about the standards to the certifying board. It shall also be responsible for determining and implementing the continuing educational needs of the organization.

Section 3. Nominating Committee

The Nominating Committee shall consist of five (5) voting members appointed by the president and approved by the Board. This committee shall, in accordance with the provisions of the Bylaws, prepare a list of nominations of candidates for election to the Board of Trustees and offices.

Section 4. Program Committee

The Program Committee of no less than ten (10) members, geographically chosen, shall be responsible to the Board of Trustees for conducting all conferences and congresses sponsored by the ITAA. The Committee shall have total responsibility for arranging and conducting the scientific, professional and social aspects of such meetings. The committee shall be appointed to take office at the conclusion of the Summer conference and all members shall be appointed for a term of one (1) year with the exception of the chairperson and vice-chairperson, who shall be appointed to two year terms. The responsibility and authority for the mechanics and arrangements of the conferences shall be under the direction of the Executive Director.

Section 5. Research Committee

The Research Committee may review all research conducted by the members and authorize the expenditure of funds appropriated by the Board for research.

Section 6. Finance Committee

The Finance Committee shall review, authorize and set standards for the expenditure of funds by the corporation, prepare the budget of the corporation for submission to the regular meetings of the Board and generally advise the Board in all financial matters concerning the corporation.

Section 7. Social Action Committee

The Social Action Committee shall recommend social action programs to the Board.

Section 8. Ethics Committee

The Ethics Committee shall prepare and submit to the Board for its review and approval a Code of Ethics for all members of the corporation, shall update that code periodically, and shall review all charges of unethical conduct on the part of any member of the corporation and shall make recommendations to the Board concerning such charges.

Section 9. Scholarship and Loan Fund Committee

The Scholarship and Loan Fund Committee shall advise the Board concerning the need for scholarships, loans and grants, shall recommend standards and procedures for implementing such loans and grants and shall authorize expenditure of funds in accord with approved procedures.

Section 10. Public Information and Professional Relations Committee

The Public Information and Professional Relations Committee shall prepare public information advisory material for the corporation and shall provide information about the ITAA to the general public and to other professional organizations. A subcommittee shall be responsible for editing the *Script* newsletter.

Section 11. Professional Practices Committee

The Professional Practices Committee shall receive complaints regarding members of all categories, shall act to resolve any problems detected and shall make recommendations to the Board.

Section 12. Long Range Planning Committee

The Long Range Planning Committee shall initiate studies for and provide recommendations to the Board for policies, procedures, and actions to enhance organizational structure and function consistent with the purposes of the association.

Section 13. Bylaw Committee

The Bylaw Committee shall consist of three members who will review proposed amendments and make recommendations to the Board and voting members.

Section 14. Executive Committee

The Executive Committee shall serve for a term of two years concurrent with the term of office of the president. It shall consist of the president, two vice-presidents, secretary, treasurer, immediate past president, the executive director and two members elected at large from the Board. Eligible trustees must have sufficient time remaining in their term of office to complete a term on this committee. Vacancies shall be filled by the Board. It shall be the duty of this committee, during the intervals between meetings of the Board to pre-view reports submitted for action to the Board, to recommend action to the Board, to make decisions on behalf of the Board, and to make recommendations to the Board for policy decisions. All actions of the Executive Committee are subject to review and/or ratification by the Board.

Section 15. Membership Committee

The Membership Committee shall advise the Board and the membership regarding issues related to the membership of the ITAA, and make recommendations to the Board for policy decisions.

Section 16. Membership Ombudsman Committee

The Membership Ombudsman Committee shall advise the Board of the needs of the members and shall communicate to the membership regarding action on pertinent issues related to the membership of ITAA.

Section 17. Organizational Affiliation Committee

This committee shall review applications for organizational affiliation and shall make recommendations to the Board for action.

Section 18. Editorial Board

The Editorial Board shall consist of eighteen (18) members plus the editor. Recommendations for Editorial Board members will come from the existing Editorial Board and the Board of Trustees and be subject to approval by the Board of Trustees. Members of the Editorial Board will serve for a period of three (3) years. Each January six (6) new members will be added and six (6) members whose term of office has expired will be rotated off. The editor will serve a three (3) year term of office. Recommendations for editor will come from the existing Editorial Board and the Board of Trustees, and will be selected by the Board of Trustees. Any member or the editor may be removed by a ⅔ majority vote of the Board of Trustees for a cause. A vacancy for any member because of death, resignation, removal, disqualification, or otherwise may be filled for the unexpired portion of the term by the Board of Trustees.

Section 19. Board of Certification

The Board of Certification, hereafter called B.O.C., shall become effective upon appointment of its core members, at the winter conference of ITAA, in January, 1982. The B.O.C. shall be administratively independent from the ITAA as defined in the following items:

A. Certification Responsibility: The B.O.C. shall be responsible for certifying two levels of Transactional Analysts determined by the ITAA, with examinations based on demonstration of competency. The B.O.C. will be responsible for clearly defining requirements for admission to the examination, methods of testing, passing standards, and for circulating this information to ITAA membership.

B. Examination and Eligibility Qualifications: The B.O.C. shall be solely responsible for examination content and construction, item-writing, test administration, and the establishment of all individual qualifications for certification.

C. Budget: The B.O.C. shall set its own budget, maintain an accounting of its funds (including income, expenditures and cash on hand), and shall not issue funds to the ITAA without adequate consideration, except for purposes of certification research and development, and the maintenance of a reserve fund. The bookkeeping method used by the B.O.C. is not an issue of administrative independence.

D. Cut-off Score: Neither the ITAA, nor any of its committees or boards, shall have any authority with respect to the setting of scores required for passing certification examinations.

E. Appeals Process: The B.O.C. shall establish and maintain a process for candidate appeals of scores. It is recognized that the ITAA may share in this process only when its legal liability is in jeopardy.

F. Meeting process: The B.O.C. shall be solely responsible for its own rules of procedure, agenda, frequency of meetings and related matters.

G. Board Appointments: The B.O.C. shall be free to appoint committees.

H. Grants and Contracts: The B.O.C. shall be permitted to enter into grant and contract arrangements, publish documents, and disseminate information — without inappropriate interference from the ITAA.

I. Fees: The B.O.C. shall have the responsibility for setting fees.

J. Chief Staff Member: The B.O.C. may have a chief staff member and shall possess authority to:
1. Approve the selection of an individual to fulfill responsibilities of the chief staff position;
2. Evaluate formally the performance of its chief staff member;
3. Assent to, require, or initiate the dismissal of its chief staff member.

K. B.O.C. Composition: The B.O.C. shall be comprised of twelve (12) members, six (6) core members selected by the Board of Trustees of ITAA, with two (2) selected each year. The term of each core member shall be three (3) years. The initial six (6) core members shall be appointed simultaneously, two (2) for a term of one (1) year, two (2) for a term of two (2) years, and two (2) for a term of three (3) years. The initial six (6) core members shall be appointed no sooner than the ITAA winter conference, in January of 1982. The core members thus appointed shall select the additional six (6) members of the B.O.C., in numbers and in terms consistent with the membership of the core members.

Criterion for selection of members shall be clearly defined, and the membership of the B.O.C. shall represent a cross-section of the ITAA. Core members may not serve concurrently as officers of the ITAA, or as members of its Board of Trustees or any standing committees.

L. Current credentials and contracts: The B.O.C. will accept all credentials and contracts of candidates which are current as of the effective date of the B.O.C., which is the date that the Board of Trustees of the ITAA meets at the winter conference in January, 1982.

M. Applicable ITAA Bylaws and Guidelines: Where not in conflict with Article V, Section 3, of the Bylaws and Article II, Section 19 of these Guidelines, the remaining Bylaws of ITAA and provisions of the ITAA Guidelines Manual shall apply to the B.O.C., where appropriate.

ARTICLE III — AMENDMENTS

The Guideline Manual may be amended by the Board of Trustees, except that any amendment which diminishes or adversely affects the rights of any category of voting membership shall require the approval of the voting membership.

Ballot on the Bylaws of the

International Transactional Analysis Association

Please return this ballot to: ITAA Bylaws, 1772 Vallejo St., San Francisco, CA 94123
Ballots are due at the ITAA office on or before March 31, 1982

_____
Name (type or print)

_____
Signature

Membership Classification (circle one): TM PTM CM SFM RM

_____ I accept the Bylaws as recommended by the ITAA Board of Trustees

_____ I reject the Bylaws as recommended by the ITAA Board of Trustees

Keeping in Touch

Jean Illsley Clarke, SFM and Gail Nordeman, RN, CM, led a workshop last summer sponsored by the Parent Education Association of Seattle, WA. The workshop used the "Self-Esteem: A Family Affair" model which is the only published parenting teaching model based on TA.

Parent educators, teachers, school principles, parents, therapists and others from the Washington area and the West Coast were among the 27 members of the group. Gail Nordeman reports that they all had fun, learned a lot and improved their skills of nurturing and providing protective structure for themselves and for those in their care.

Jean designed and published the model and Gail is a therapist and co-director of A Growing Place in Cincinnati, Ohio.



Parenting workshop participants in Seattle, Washington with group leaders Jean Illsley Clarke and Gail Nordeman (bottom row, left side).

Car rental discounts — in the September *Script* announcement about car rental discounts it said members could qualify by showing their membership cards. Since ITAA does not issue membership cards, simply stating that you are a member will qualify you for the discounts.

Errata — the Ad Hoc Committee on Member Rights was inadvertantly omitted from the list of committees printed in the October *Script*. The chairperson of that committee is Steve Karpman, MD.

Good Idea! We received the following contribution to our "Good Idea" column from Ron Ching. "I have found *Psychotherapy Finances,* which has a newsletter format, to be an excellent resource for keeping me up on investments, tax questions relating to the psychotherapist, office practices, what's going on in the psychotherapy world, legal protection for the therapist, and new laws (federal, state) affecting our profession. One year subscription $39, two years $70. Write *Psychotherapy Finances,* PO Box 597, South Orange, NJ 07079." Many thanks to Ron. And how about the rest of you — got any good ideas to share?



Steve and Carol Lankton just completed their 1981 training tour of many cities in Australia, New Zealand, England and Germany. Here Carol is warming up to begin in Adelaide, South Australia.

Reminders

Summer Conference Call for Proposals

The Call for Proposals for the 1982 Summer Conference in Snowmass was published in the October *Script*. If you need a copy, please contact the ITAA office. The deadline for submitting proposals is January 22, 1982.

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

TRANSACTIONAL PUBLICATIONS

P.O. Box 3932 Rincon Annex • San Francisco, CA 94119

THE HOLISTIC HEALTH LIFEBOOK
A Guide to Personal and Planetary Well-Being
Compiled by the Berkeley Holistic Health Center **P $11.95**

A companion volume to the **Holistic Health Handbook,** this practical guide is designed to help the readers take responsibility for their own health. Its chapters bring together outstanding teachers and healers on such topics as Body/Mind, Relationships, Mind/Spirit, Society/Environment, and Future of Holistic Health.

TRANCE-FORMATIONS
NLP and the Structure of Hypnosis
John Grinder and Richard Bandler **P $5.50**

Edited from transcripts of Grinder/Bandler training seminars in hypnosis, this book is similar in style and format to **Frogs Into Princes.** The authors present theory and exercises and demonstrate specific inductions and utilizations. An excellent source of new ideas and patterns for the experienced hypnotist, as well as an understandable description of hypnosis for the lay person.

NEW CASSETTES AT TRANS PUBS

This series of experiential relaxation and guided imagery cassettes was introduced at Summer Conference in Boston. The feedback we received was enthusiastic, so we are making them available to **Script** readers. Single cassette programs are $9.95. Double cassette programs are $14.95. These programs are produced and recorded by Dr. Emmett Miller, a specialist in stress reduction, relaxation imagery, and facilitation of the healing response.

HEALING JOURNEY **$9.95**

The music for this tape, composed by Raphael, offers a remarkable interweaving of instrumental and vocal sound. Words and music are designed to work together, facilitating your healing process.

A. **The Healing Image.** Side 1 begins by guiding you into relaxation and mental imagery, the keys to positive psychophysiological change. The deeper levels of your mind are then invited to visualize, in imagery, the disease or distress — and then to visualize the triumph of the body's healing capacity and the emergence of the healthy self.
B. **Breathing Music.** Side 2 offers an opportunity to expand upon images developed on the first side. This side, with music alone, is also excellent for meditation, massage, or other activities for which a pleasing, fluid aural background is desired.

HEALTH AND WELLNESS **$9.95**

Four experiences, with soft guitar music, to be listened to on a regular basis until the desired changes occur.

A. **Mental Relaxation and Clarity.** Teaching your mind to focus its attention and to ignore distractions. Excellent training for study, problem-solving, and efficient work.
B. **Emotional Balancing.** Becoming aware of the relaxed, receptive, passive aspects of emotion as well as the active, creative, assertive ones.
C. **Spiritual Awakening.** Developing awareness of your own personal, unique beliefs about yourself, your family, your earth, your universe.
D. **Body Wellness and Movement.** Imagery of the body you want to have with affirmations to produce positive habits of exercise, diet, and rest. For those who would like to exercise or dance during this part, percussion joins the music. The energy builds as you connect your inner image with your physical body — a great way to wake up!

RAINBOW BUTTERFLY **$9.95**

The harp creations of Georgia Kelly dance with Dr. Miller's voice, gently guiding you through meditations of unusual beauty. **Rainbow Meditation,** on Side 1, leads each of your senses through the color spectrum, with a different key and mode for each color. On Side 2, **Butterfly Awakening** guides you to a special place within which to rediscover your ability to flow with change, and — like the butterfly — to escape the past's cocoon.

CHANGING YOUR BEHAVIOR PATTERNS—
Writing Your Own Script **$14.95**

A two-cassette program designed to help you with maladaptive behavior patterns that have occurred in the past which you would now like to change. The music of Bach, Debussy and Chopin accompanies you on an inner elevator ride to your personal screening room. Here you will eliminate negative emotions such as anger, anxiety, or sadness, thus breaking bonds with the past. You will now develop a clearer model for your future responses and rehearse it in imagery. As the days pass, your new response to old situations will automatically replace the old ones. In your screening room the feeling of success is used to reinforce this change.

A. **Setting Your Image Goal.** In your inner screening room you will experience the most positive mental, physical and emotional image of yourself imaginable. For building motivation and self-confidence.
B. **Letting Go Of The Past.** Here you will let go of emotions associated with negative memories. This section is very useful for overcoming phobias and anxieties.
C. **Writing Your Own Future Script.** Choosing new, positive models for responding to difficult or stress-provoking situations, you will mentally project a vivid image of the desirable pattern along with the expected rewards.
D. **Applauding Your Progress.** This section will help you to make new patterns permanent through positive reinforcement.

LETTING GO OF STRESS—
with Steven Halpern **$14.95**

With four different experiences drawing on a range of approaches to stress relief, this tape features Dr. Miller's voice intertwined with the distinctive music of Steven Halpern. Dr. Halpern is a pioneer in the development of musical/sound environments designed to reduce stress, promote relaxation, and produce a state receptive to positive experiences.

A. **Muscle Tension Relaxing.** You'll learn skills that can be used to relieve various forms of such tension — tension headache, gastrointestinal symptoms, low-back tension, vascular symptoms such as hypertension, etc.
B. **Autogenic Stress Relief.** A section combining two time-tested methods of psychophysiological self-regulation: deep breathing (yogic breathing) and autogenic training.
C. **A Trip to the Beach.** An introduction to mental imagery using the "relaxation response" technique combined with image visualization. Your imagination travels through relaxation into a pleasurable experience of sun and sea, and to the enjoyment of your own body's potential for health and vigor.
D. **Mental and Physical Relaxation.** An experience in general relaxation incorporating positive image projection and a special technique for mental quieting, to help you be free to concentrate your attention and energy on the goal of your choice.

IMAGINE YOURSELF SLIM **$9.95**

Guided by Dr. Miller's voice (to a background of harp and flute music), you can enjoy experiences in deep relaxation and guided imagery that will help you to achieve the kind of body you desire. The experiences facilitate basic changes of attitude toward self, and reduce the overlays of symbolic meaning for food that often encourage those eating habits you'd like to change.

A. **Setting Your Image. Goal.**
B. **Taste Training.**
C. **You and Food — New Scenarios.**
D. **Rewarding the Real You.**

RUNNING FREE—Imagery for Competitive and Recreational Athletes—with Mike Spino **$14.95**

This two cassette program presents techniques of mind/body control valuable for all athletes. Parts A and B are good for competitive and recreational athletes including runners, skiers, and soccer players. Parts C and D build on this theme and extend the focus toward the development of concentration and imagery for peak performance and competition. This program has been developed with Mike Spino, director of Esalen's Sports Center, and author of several books on running and fitness.

A. **Healing and Strengthening.**
B. **Making Your Body Weightless.**
C. **Mental Concentration.**
D. **Winning Your Race.**

SMOKE NO MORE
—A Strategy for Quitting or Cutting Down **$14.95**

This two-cassette program incorporates some of the most powerful techniques of behavioral psychology, imagery and hypnotherapy available. It offers a number of effective approaches that will help you deal with your smoking habit. Rather than trying to make yourself stop smoking by holding yourself away from cigarettes, you will use your imagination to develop a different attitude toward cigarettes. You will create a clear self-image as a healthy non-smoker, inform the inner mind, through imagery, of the benefits of eliminating cigarettes from your life, and then let your imagination eliminate those cigarettes.

Order Form

Please send the following cassettes:

at $9.95 each
- ☐ **Healing Journey**
- ☐ **Health and Wellness**
- ☐ **Rainbow Butterfly**
- ☐ **Imagine Yourself Thin**

at $14.95 each
- ☐ **Changing Behavior**
- ☐ **Letting Go of Stress**
- ☐ **Running Free**
- ☐ **Smoke No More**

Add 5% shipping, $1.00 minimum. California residents add sales tax.

Total enclosed _____

Ship to: _____

_____

_____

VISA & Mastercard accepted. Include complete card information and signature.

Committee Reports

Membership Committee

I have served as co-chairperson of the Membership Committee for the past two years. The committee is new and much ground work has had to be done. The committee has two main charges from the Board of Trustees: 1) to find ways of attracting new members and 2) to find ways of keeping members. Jonathan Wagner and myself, as co-chairs, decided to divide these two charges and each take responsibility for one of them. Jonathan is primarily responsible for recruitment activities and I have taken over the responsibility for examining ways of making the organization more attractive to members.

The purpose of this report is twofold: 1) to inform the general membership of this committee, and 2) to solicit your assistance. Even though committee members are appointed by the Board, I would like to see all ITAA members working through this committee to impact the nature and functioning of this organization.

If you are interested in ITAA and have special dreams and goals for what the organization could be, or if you have unmet wants, bring these suggestions to the Membership Committee meetings. (There will be one at the Winter Congress in Monterey.) Help develop and explore options for getting what you want out of this organization. I would like to see the internal functioning of this family of people practicing TA to model how an organization operating from OK-OK and cooperative positions functions.

I recommend that you involve yourself with subgroups in the organization which are closely related to your interests. The women's causes, for example, has proven to be a uniting force in the organization. So were the Regular Members when they were striving for vote and representation. Educators are beginning to organize, as are many countries which have strong national organizations. Regional organizations are beginning to develop in the US. I would like to see a US organization, as well as CM, SFM and TM organizations.

What are you doing to make ITAA more meaningful for yourself and hopefully also for others? I would welcome suggestions and hope to see you at Membership Committee meetings.

Felipe Garcia, CTM, Co-chairperson

Education Committee

If you are teaching TA in an educational institution (any level in the 1981-1982 academic year) or if you have done or are doing some research on TA in education, please let the TA and Education Committee know. If you are teaching, list the name of the institution in which you are teaching TA, the level you are teaching it at, the title of the course, how many hours it is and what credit is given for it. If you have done research, please send a description of the project. If you are doing research, please send a few lines describing what you are doing. Mail the information to the Education Committee, c/o Jean Clarke, 16535 9th Ave., N, Plymouth, MN 55447. The sooner you send us the data, the sooner we can make it available to you. If you want to join the committee, you are welcome.

Jean Clarke, Chairperson

Note: you many want to get information directly from other ITAA members for your research project. (See the following notice for an example.)

Information Needed for Education Research Project

The Education Committee wants to document successful programs using TA. In order to do this, it is necessary to establish criteria for baseline measurements. Instead of establishing our own, we would like to use the standards already set by State Education Systems. If you know specific criteria used by State Departments of Education for measuring the success rate of an individual student or a school, please send this information to Ronald Smith, 268 Hampshire St., Buffalo, NY 14213. An example of what we are interested in is reading levels or rate of high school diplomas issued. Thank you for your consideration.

Ron Smith, Education Committee

Book Reviews

Israeli Women
By Lesley Hazleton
Simon & Schuster, New York, 1977. $12.95
Reviewed by Susan Mark, MSW

As an American feminist and a Jew, the topic of Israeli women has always been a troublesome one for me. Israeli women are characterized with a fierce and inspiring independence and optimism on the one hand, but also with a discomforting subservience to men reflected in caricatures of the femme fatale and the perfect mother.

In her excellent book, *Israeli Women,* Lesley Hazleton explores the issues that contribute to the lessened status of women in Israeli society. She describes three major influences: the myth of women's liberation in Israel, the demands of the Orthodox religious tradition, and the strains of Israel's constant national security problem.

The first myth that Hazleton identifies is that of women being equal partners in the Zionist movement that helped create Israel. She documents the failure to realize the dream of sexual equality. For example, in Degania, the first kibbutz, men were paid their wages by the Palestine Office of the Zionist movement. When the women requested their pay, they were told that they were working for the men, not for the Palestine Office.

As the shock of this sort of thing hit these women Zionists, they saw two options: to identify with the motherland by claiming a mystical bond that only a female force could understand, or to dress, behave, talk, work and act like a man. It is this second option that the world most identifies with Israeli women, although, as Hazleton notes, in the past ten years, increased affluence has permitted the flourishing of the "delicate, ultra-female" presentation. The author is clear and insightful in exploring the historical background and the consequences of the country's belief in these myths.

Perhaps the strongest aspect of this book, and the one which is of most relevance to the larger audience, is its eloquent integration of the biblical myths that are the foundation of sexism in the Judeo-Christian tradition. The stories of Lilith, the first woman, of Eve-one and Eve-two, all secondary creations, are examined and viewed, not just in terms of how they keep women one-down, but also in terms of how they reinforce male-female isolation.

This book is pertinent, not because it is about Israeli women per se, but because it addresses some of the core issues in our society. These are issues which are brought up repeatedly in therapy and they include the difficulty in achieving and sustaining true, shared intimacy and the larger society's perpetuation of these destructive myths.

Extinction: The Causes and Consequences of the Disappearance of Species
By Paul and Anne Ehrlich
Random House, New York, 1981

2081: A Hopeful View of the Human Future
By Gerald K. O'Neill
Simon and Schuster, New York, 1981

Also available from Trans Pubs

Reviewed by Mel Boyce, PhD

Two crystal ball gazers have forecast the future in a pair of books that are bound to stir up excitement in board rooms and living rooms around the world. Both are well-known for their previous discussions of how the world will fare in coming years and now they focus on the details of what will happen to us in the next century.

In their book, the Ehrlichs make a connection between the gradual elimination of various plants, birds, fish and animals, the upsetting of the balance of nature through the use of chemicals, military weapons, the building of cities and the gradual extinction of all human life on the planet. Their theories are largely an extension of the Malthusian doctrines that have been around since 1798 when Dr. Malthus predicted we would overpopulate the earth and outrun our natural resources, leading to disease, war and mass starvation. The Ehrlichs, of Stanford, believe we will destroy our food producing capacity by chemical and nuclear pollution, and continue to overpopulate Third World countries. They point their fingers at us to remind us of our errant ways and to urge that we mend them.

Gerald O'Neill of Princeton counters this view with his predictions of future prosperity through the development of technology. He is best known for his descriptions of space platforms that would circle the earth, mine valuable minerals from asteroids and other space bodies, and power all kinds of industry by directing solar energy to the earth. These space stations would ring the earth like the present communication satellites, but be large and complete enough to support crews of workers and even families. In projecting this and other technical feats such as totally enclosed "domed" cities, 6000-mile per hour transportation, and a twenty-hour work week for everyone, he insists that many of these projects are now on the drawing boards and may be reality in 20 years.

There are overtones of Marshall McLuhan's global village and Alvin Toffler's third wave of instant communication by computers in all of this, and the reader is intrigued and challenged by the possibilities. However, in some respects, the more interesting questions have to do with the motivations of the writers of these futuristic tomes.

The pessimism of the Ehrlichs is balanced by the optimism of O'Neill. One can only speculate about their inherited traits, that the Ehrlichs suckled at a different breast, or that their childhood traumas predestined them to make dire forecasts while O'Neill's background somehow turned him toward the brighter side. Both books draw on the same information available to any diligent researcher in 1981 and yet they come to widely different conclusions. Has O'Neill blocked out the troubles and terrors of today and buried himself in gee whiz gadgetry? Do the Ehrlichs believe their own bleak forecasts, or are they merely trying to scare us into improving our behavior?

O'Neill makes a striking observation: "Most prophets overestimated how much the world would be transformed by social and political change and underestimated the forces of technological change." In other words, while the development of both beneficial and lethal technology has increased, many people still turn to idiotic TV, trash reading, and redneck thinking, resisting more positive behavior.

How will Transactional Analysis fare in 2001, 2021, or 2081? Anyone for consulting on a space station? Perhaps we will become expert in communicating with Africans, Indians, Russians, and space pilots via videophone and computer; perhaps we will find ways to feed the hungry of the world. While nuclear war is unlikely at the moment, smaller wars will tax our ingenuity and destruction of natural resources will challenge our thinking. The Ehrlichs and O'Neill may be talking from extreme points of view, but both seem to underline the continuing need for a rational system of psychology, an Adult programmed approach to the future.

Calendar

January 13-17, 1982 ITAA Winter Congress, Monterey, California
August 4-8, 1982 ITAA Summer Conference, Snowmass, Colorado

	Exam Date	Location	Application Deadline
CM/SFM Oral Exams	December 6, 1981	Sao Paulo, Brazil	August 30, 1981 For information, contact Sofia Caracushansky
	January 13, 1982	Monterey, California	October 15, 1981
	February 1982	Adelaide, South Australia	November 2, 1981
	March 13, 1982	Wellington, New Zealand	December 14, 1981
	April 7, 1982	Rome, Italy	January 7, 1982
	April 14, 1982	Raleigh, North Carolina	January 14, 1982
	May 1982	Brazil	February 1982
	July 4, 1982	Wellingen, West Germany	April 5, 1982
	August 4, 1982	Snowmass, Colorado	May 4, 1982
	November 7, 1982	Brussels, Belgium	August 9, 1982
	January 1983	Oaxtepec, Mexico	October 1982
	July 1983	Italy	April 1982
TM Exam	January 13, 1982	Monterey, California	October 15, 1981
	August 4, 1982	Snowmass, Colorado	May 4, 1982
	January 1983	Oaxtepec, Mexico	October 1982
Written Exam	March 25/26, 1982	To Be Announced	December 28, 1981
	September 24/25, 1982	To Be Announced	July 15, 1982

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 fee is forfeited. Fees: $75 written exam, $100 oral exam, $30 all contract filing fees.

Nominations Open for 1982 Eric Berne Memorial Scientific Award

ITAA members are invited to submit nominations for the 1982 EBMSA. This award was established in 1971 to honor and perpetuate the memory of Eric Berne's scientific contributions.

During the past year and a half, we have been revising the guidelines for the award. This process is now completed and the revised guidelines were approved by the Board of Trustees in January, 1981. There are a few basic changes. The award can be given now for a scientific contribution which has been published in a source other than the *TAB* or the *TAJ*. Also, the deadline for submission of nominations is now April 1, instead of April 15. The ballots for the award will be in the mail no later than May 15 and will be due back in the ITAA offices by July 15. These changes in dates reflect the need to have ballots sent outside of the US earlier so that all non-US members have adequate opportunity to vote.

The award is given for a scientific contribution and it is given to the originator of the scientific concept. Each recommendation must include a statement of how the contribution meets the requirements for eligibility (specifically, one to three sentences stating how this is new theory). Recommendations will be accepted up to April 1 and must be in writing.

If you are aware of worthy candidates for the award, we welcome and encourage your nominations. Please include nominee's name and the publication reference.

For your interest and edification, the complete text of the new guidelines for the EBMSA follows.

John R. McNeel, PhD
Editor, *TAJ*

EBMSA Guidelines for Nomination and Selection

I. Description of the Award — the EBMSA will be given to the person(s) judged to have made the most significant basic science contribution to Transactional Analysis, as a result of discovering and systematizing knowledge derived from observation, study or experimentation. No more than one award will be given each year, unless there is a tie in the voting.

II. Eligibility — the EBMSA will be given only for an original basic science contribution (an addition to existing knowledge) and not for an application, no matter how original or significant.

The contribution must be published in a professional bulletin, journal or book at least one year prior to nomination, and must be judged to be a contribution to Transactional Analysis. This judgment will be made by the majority vote of the Editorial Board.

The award will be based upon the significance of the contribution and not upon the person making the contribution, their status or membership in organizations or any other criteria.

III. A Call for Recommendations will appear in the January *TAJ* and February *Script* each year, inviting any member of ITAA to suggest a nomination (including their own work). Each recommendation must include a statement of how the contribution meets the requirements for eligibility (specifically, one to three sentences stating how this is new theory). Recommendations will be accepted up to April 1 and must be in writing.

IV. Nominations — from those contributions recommended by the membership and Editorial Board of ITAA, the Editorial Board will select by majority vote those contributions which can be certified as meeting the basic requirements for nominations. The Editorial Board will not make judgments concerning any recommendation beyond certifying that the basic requirements have been met. This task will be completed by April 21.

V. Voting Rules and Procedures — the ballot will include all nominations. If no recommendations meet the criteria for nominations, no ballot will be distributed. Ballots will be mailed to all certified members by May 15 and must be returned by July 15 to be included in the vote count.

The ballot will include the name of each nominated contribution, the author(s), the reference, and the statement of eligibility. Also, on the ballot, a "no award" category will be listed to allow members to express the opinion that none of the nominated contributions are of the significance required to merit this award.

The number of nominations on the ballot is likely to vary from year to year. This is unimportant in the voting as each scientific contribution is unique and can be judged on its own merit without comparisons. The contribution receiving the most votes will be selected, unless the "no award" category receives more votes, provided a minimum of at least 25% of the ballots are returned. If fewer than 25% of the ballots are returned, no award will be given.

The staff of ITAA will have the responsibility for tabulating the ballots and certifying the selection of the contribution which is to receive the award to the President. Ballots will remain on file at ITAA headquarters for one year.

VI. Notification and Presentation — the President of ITAA will notify the recipient of the EBMSA following certification of the selection, but the results of the voting will remain confidential until the award is presented. A plaque and a $400 check will be presented at the banquet during the annual Summer Conference in August.

Network Meetings in Boston

There were 13 network meetings at the ITAA Summer Conference in Boston. Each is listed here with the name of its facilitator and the number of persons who attended. Many of these networks will be meeting in the future and we hope to have more reports from them in the *Script*. You are welcome to contact the facilitator or Laurie Weiss, Chairperson of the Connector Committee, for more information about networks. Our thanks to Betty Fielding for coordinating the network meetings in Boston.

Organization Development — Lucy Freedman (35)
Education — Al Freed (22)
Aquarian Conspiracy — Ed Gurowitz (22)
Money — Frances Bonds-White (12)
Spiritual Exploration — Tina Tessina (19)
Pastoral Counseling — Mary Ann Iler (8)
Gerontology — Fun After 50 — Betty Fielding (8)
Child Abuse — Mary Ann Glasgow (6)
Nursing — Irene Lee (6)
Substance Abuse — Barbara Little Horse
Writers — Alan Jacobs
Alternative Life Styles — Betts Collet
Law/Legalese — Tom Gibson
Note: attendance figures were not available for the last four networks listed.

News from Britain

Dear Friends of the *Script:*

The British Institute of Transactional Analysis (ITA) and I want to share some news with you. This summer our chairperson, Mary Cox, invited Professor John Allaway to become our first President.

Professor Allaway, now in his eighties, was one of the first people to start experimental group learning in TA around 1962. Thanks to him, Joe Richards and Professor Tibble, TA has been used and taught in England for 18 years.

We consider this to be History! We are proud and happy to recognize the value and influence of some of the first TA pioneers in Great Britain.

I have enclosed Professor Allaway's letter of acceptance.

With warm thoughts,
Juliette Pollitzer,
Vice-chairperson, ITA

Editor's Note: *the following are excerpts from Professor Allaway's acceptance letter.*

Dear Mary:

I feel greatly honored in being invited to become the first President of the Institute of Transactional Analysis . . . . At the time I began to experiment with the design of experiential group learning opportunities in TA, which was 17 or 18 years ago, I had no idea that I might be the first in Britain to have attempted this.

There were defects in the first design which was based on previous group dynamics training courses in which I had been engaged since 1958. These defects were gradually eliminated and I have since conducted, until very recently, chiefly in the East Midlands, an average of five TA courses annually and, in the process, have trained as tutor/counselors, perhaps a dozen successors.

Joe Richards, who had previously worked with me in group dynamics training, was involved from the beginning in the TA experiment and I am pleased to learn that the Institute proposes to invite him to become its first Vice-president. Had he still been alive, my University colleague, Professor Billy Tibble, who was closely associated with Joe and myself in getting TA training under way, would have deserved similar recognition too. Sadly, he died in 1971.

. . . . I have been glad to observe the steady growth of TA generally and of the Institute in particular.

With warmest good wishes,
John Allaway

POST SCRIPT

THE ITAA BULLETIN BOARD

Dimensions and Fees:
Eighth page - 4½ " across × 3¼ " down; $110
Quarter page - 4½ " across × 6½ " down; $195
Half page - 9½ " across × 6½ " down; $330
Classified - $7/line, minimum 3 lines, with each line being 75 characters long and spaces counting as one character.

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 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 screening. Bold, clear copy is preferable.

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

Ads in the Post Script have not been specifically investigated and their publication here should not be taken by the reader to imply any endorsement by the ITAA.

YOU GOTTA HAVE StyLe!

with

VANN JOINES

EMILY RUPPERT-SKINNER

KEN WINDES

DEVELOPING YOUR UNIQUE TREATMENT
AND SUPERVISION STYLE

January 17-18, 1982 Monterey, California
(following Winter Conference)

for PTM's, CM's, and CM's in Training

A workshop focusing on the individual's natural abilities and talents, and integrating those into a personal style of treatment and supervision.

Fee: $200 (does not include room and board)

Registration: Send a $50 non-refundable deposit to Southeast Institute, PO Box 2183, Chapel Hill, NC 27514. Further information will be sent upon registration, or call (919) 929-1171.

"Transactional Analysis and Hypnotherapy"

SOUTHEAST INSTITUTE

Featuring:
David Gordon, M.A.
William Kroger, M.D.
Stephen Lankton, M.S.W.
Jeffrey Zeig, Ph.D.

Southeast Institute
Ninth Annual
Spring Conference
April 14-18, 1982
Raleigh, North Carolina

FOR BROCHURE:
Call or Write:

Southeast Institute
P.O. Box 2183
Chapel Hill, North Carolina 27514
(919) 929-1171

INTAMI: THE INTERNATIONAL TRANSACTIONAL ANALYSIS AND MANAGEMENT INSTITUTE

TED NOVEY, PH. D. NANCY PORTER-STEELE, PH. D.

MAY 3-14, 1982 LA JOLLA, CA, USA

In beautiful La Jolla, jewel of the Pacific, we'll create together this extraordinary opportunity for learning and growth. From the extensive and varied backgrounds of leaders and participants we'll bring forth resources for development and use of personal power; being an effective leader; avoiding burnout as leader, counselor, consultant; effective teaching.

You'll have peer group supervision; case consultations, individually and in group; specialist teaching chosen topics; opportunity for personal script work and personal growth. And a section on effective use of color, form, line, and light personally and in the work environment.

NANCY PORTER-STEELE, PH. D. is therapist, educator, author, and architect. Credited with "significant impact on a generation" of therapists in the Gulf South region, she has recently moved to La Jolla. As architect, she has been project leader for numerous large structures. Clinical Teaching Member and former Vice President of the International Transactional Analysis Association, co-founder and training director of TAO, an educational corporation, she is now a member of the management team of the Real Estate Investors' Association of San Diego. A meditator, she is a student of Chogyam Trungpa, Rinpoche. Her goals center on helping people discover the goodness and competence of their basic being, and opening to the excellence and ease of the doing that flows out of being.

THEODORE B. NOVEY, PH. D. is a counselor and consultant to individuals, couples, families and organizations. He is director of Transactional Analysis Associates in Downers Grove, Illinois, USA and conducts multilingual seminars, groups, training and personal growth workshops and individual counseling in the Chicago area and in Europe, teaching the principles of transactional analysis, gestalt therapy, body awareness, neurolinguistic programming, organizational development and other methods and theories of human relationships. His goals are to guide his clients to a more effective use of their energies, intuitions and excitement in ways productive for themselves, their relationships, and their organizations. He is certified as Clinical Teaching Member and Special Fields Teaching Member of the International Transactional Analysis Association.

For detailed information write Nancy Porter-Steele, Ph. D., 7421 Eads Avenue, La Jolla, CA 92037, USA; or phone (714) 454-8254.