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NCHCA Membership Offers ITAA Increased Professional Credibility

By Ellyn Bader, PhD, ITAA President

In early December I attended the yearly conference of the National Commission of Health Certifying Agencies (NCHCA) as the delegate from ITAA. The richly varied program included papers and workshops on topics such as developing practical and written exams, using simulations in credentialing, the pros and cons of requiring mandatory continuing education and ensuring continued competency of health professionals. Conference attendees included delegates from most NCHCA member organizations (all of which are organizations of health-related professionals), consumer members, and representatives from government agencies, test development companies and health insurance associations.

ITAA's relationship with NCHCA began several years ago after we were advised by counsel that, in order to retain non-profit status, we needed to administratively separate our credentialing program from the rest of the organization. While the Board of Certification (BOC) would have been established in any case to meet these legal requirements, the hope was that, by utilizing the expertise available through affiliation with NCHCA, the best possible competency-based certification program could be developed for TA professionals around the world.

NCHCA was set up to offer the unique opportunity for professions to define themselves, their competencies and skills, and to develop effective methods for testing these competencies.

While the diverse NCHCA Conference program was interesting, the most valuable aspect of the experience for me was gaining a better understanding of the history of NCHCA and where it is headed as well as a greater awareness of the organizations and individuals with whom we are associating through membership in NCHCA. Through this article, I hope to share some of what I learned and to explain why I am recommending that ITAA not only stay involved, but proceed towards full Category A membership in NCHCA.

To begin, we need to define some terms:

Credentialing — a generic term used to indicate formal recognition of professional or technical competence.

Certification — process of obtaining recognition for meeting a set of predetermined requirements granted by an association or nongovernmental agency (e.g., Clinical, Special Fields and Teaching Membership).

Licensure — process used by a governmental agency to recognize which individuals can engage in a given occupation. Licensed individuals are deemed to have at least the minimal degree of competency to ensure the public health, safety and welfare.

History of NCHCA

In 1971 and 1973, the US Department of Health, Education and Welfare recommended to all states that a moratorium be placed on licensing new health occupations. At that time, the system of state licensure had many shortcomings, including vast discrepancies in state requirements for a given profession, inhibited geographic and career mobility and excessive emphasis on formal education with a concomitant lack of competency-based testing. The purpose of the moratorium was to allow time for looking at alternatives in licensing health-care professionals which would better meet the needs of both the professionals and the public.

During the moratorium, studies were done on the feasibility of nongovernmental national certification systems. As it ended, the Public Health Service made a series of recommendations, including the following:

I. **A National Voluntary System for Allied Health Certification** — a broadly representative national (non-federal) certification commission should be established to perform the following functions for allied health occupations:

1. Develop and continually evaluate criteria and policies for the purpose of recognizing certification organizations and monitoring their adherence to these criteria.
2. Participate in developing national standards.
3. Provide consultation and technical assistance to certification organizations. (From "Credentialing Health Manpower," July 1977. News Department, Health, Education and Welfare Department, Public Health Service.)

As a result of this report, the National Commission of Health Certifying Agencies was incorporated in 1977. Representatives of certification organizations and professional associations decided to establish NCHCA as a broadly representative national certification commission which was voluntary, private and which would not be seen as federal licensure. Rather, it was set up to offer the unique opportunity for professions to define themselves, their competencies and skills, and to develop effective methods for testing these competencies.

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Purpose and Composition of NCHCA

The By-laws of the NCHCA (as ammended in 1982) state the following as the organization's purpose and function:

Section 1. **Purposes.** The purposes of the Commission are exclusively charitable, educational, and scientific; to inform the public of the importance of voluntary certification based on competence; to conduct educational efforts to enhance knowledge about occupational credentialing and its role in the health care system; to establish national standards for certifying bodies that attest to the competency of individuals who participate in the health care delivery system; to grant recognition to certifying bodies that voluntarily apply and meet the established standards; and to monitor the adherence to these standards by the certifying bodies which it has recognized.

In these ways, the Commission intends to promote the health and safety of the public and to develop and encourage high standards of professional conduct among health certifying agencies.

Section 2. **Functions.** The National Commission for Health Certifying Agencies shall:

I believe that ITAA is in an excellent position to utilize the expertise and information available through NCHCA to expand our professional image around the world.

i. establish and monitor criteria for standards, policies, and roles for certifying agencies which are responsive to the continuing need to improve the health care system;

ii. advise on the need for the establishment of new certifying agencies for both emerging and existing health fields;

iii. study test construction and validation practices, investigate cost-saving methods, study interactions of certification and other forms of personnel credentialing, conduct studies and gather data as recommended by membership; i.e., collect, analyze and disseminate information to the membership regarding credentialing technology and certification standards for health personnel;

iv. research and evaluate methods for ensuring the maintenance of competency after initial certification;

v. encourage participation of health-related organizations in the National Commission for Health Certifying Agencies;

vi. maintain and publish a register of organizations

— continued on page 2

NCHCA (continued)

which participate in and meet the criteria of the National Commission for Health Certifying Agencies;

vii. encourage and facilitate the development of common and/or collaborative examination programs within a profession and/or among the various health certifying agencies when the agencies involved express the desire for such development;

viii. conduct educational programs designed to acquaint member organizations, educators, health professionals, governmental agencies, and the general public with the certification process;

ix. collect and disseminate information relative to the functions of the National Commission for Health Certifying Agencies.

Over the past few years, NCHCA has grown to include 18 Category A organizations, 5 conditional Category A members (including ITAA), 6 Category B members and 3 Affiliate members. In all, 32 health-related organizations are represented in NCHCA. As a conditional member, ITAA has voting rights in the decision-making General Assembly of the Commission.

Increased Professional Credibility for ITAA

I believe that ITAA is in an excellent position to utilize the expertise and information available through NCHCA to expand our professional image around the world. In return, ITAA can contribute its own experience and expertise in the field of international certification.

In a sense, NCHCA was developed to aid professionals in expanding certification from the state to the national level. ITAA has already taken that one step further as we have worked to develop an international credentialing program. Sometimes we have been successful in this effort and sometimes not, but there is no doubt that we are on the cutting edge of international certification. Through our affiliation with NCHCA we can obtain state-of-the-art technical assistance from a central clearinghouse and, by combining it with our commitment to be responsive on an international level, we will have the potential to accomplish something unique — to develop an internationally valid competency-based certification process for a single profession.

All of these points are also relevant to the question raised by some about whether, since NCHCA is a US organization, the USATAA should belong rather than the ITAA. I feel strongly that it is in the best interests of all our worldwide membership for ITAA to remain an active member. Not only will we benefit from the mutual exchange of experience and expertise within this unique organization, but working towards a valid international certification process is clearly important to fulfilling part of our purpose: "to ensure there will be competent, ethical practitioners of TA for individuals and organizations desiring help, to support the evaluation of TA theory and methods, and to promote competency-based evaluation of TA professionals."

As President of ITAA, I am going to support this association in doing a role-delineation study so that we know what trained Transactional Analysts actually do. We will grapple with and I hope answer questions such as:

— Is there such a profession as a Transactional Analyst?

— Does TA provide a sufficient body of theory and technique to make it distinguishable as a profesison?

— What are the unique skills and competencies we would like Certified Transactional Analysts to possess?

I plan to use an upcoming issue of the *Script* as a forum in which you, the members of ITAA around the world, can respond to this article. Please write to the *Script*, c/o ITAA office, with your ideas and responses, both in agreement and disagreement. And if you disagree with what I have said, please let us know any options or alternatives you can propose. Use the *Script* to communicate to me, the Board of Trustees and other members your ideas about ITAA as a professional organization and NCHCA as a route to enhanced professional standing for ITAA.

MEMBERS FORUM

"Grandmothering"

Dear *Script*:

I just sent in my application to the Board of Certification for — if you will pardon the expression — "Grandfathering." I suggest that the time has come to go with "Grandmothering" until there is a balance.

With "grandmotherly" love,
Dorothy Dee Workman

Reaffirms Vote for Nuclear Freeze

Dear Editor:

The morning headlines stared at me today: "Cruise Missiles Arrive in Europe as US Makes Arms Offer." My heart sank. I felt ashamed, embarrassed and fearful. It had really happened.

The highly accurate first-strike missiles — the MX, Pershing II, Trident II and the new generation of cruise missiles which pose a nightmare for verification — are now in the contemporary "arsenal of deterrence." It is in the name of deterrence that we and the USSR are now on a mutual suicide-homicide course. Rather than eliminate or prevent the causes of war, the arms race serves only to aggravate the position. As long as extravagant sums of money are poured into the development of new weapons, it is impossible to devote adequate aid to tackling the misery which prevails in the world. Instead of eradicating international conflict once and for all, the contagion is spreading to other parts of the world.

It seems to me that we, as an international organization which promotes, analyzes and encourages transactions between/among human beings, would be more interested in how to get paranoid governments to talk instead of applauding the deployment of more missiles which leads us closer and closer to mutual destruction. I voted for a nuclear freeze through the *Script*. I cannot be true to myself, my practice as a psychotherapist and my belief in human life and vote otherwise. I do not retract that vote now.

Sincerely,
Ann Hardman

Joyful First Conference

Dear Editor:

I would just like to let people know that Oakland 1983 was my first ITAA Conference. I have been in training with a PTM and TM for two years, but had not yet attended a conference. I must say that the experience was a different one than I expected. I am not real big on organizations, and I anticipated a lot of bureaucratic mucky-muck; however, that's not what I found. Mostly I found some of the best therapists in the world sitting around grooving on each other and having a great time just being together. There was a great deal of serious business taken care of too, and I left feeling incredibly proud and fortunate to be part of ITAA and, especially, to be training for my CM.

I would also like to give a special thanks to the people who are making the scholarship/loan fund possible. As a result of my ITAA loan, I am receiving some phenomenal training and personal work in preparation for my CM. Not only is my training giving me preparation for the future, but it is powerfully impacting my personal life and therapy skills in the here and now. THANKS!

And now, on to Villars and another year of joy and success.

Sincerely,
Carolyn L. Baker, RM

Polymultiphasic Orgasms

Dear Editor:

The membership of ITAA needs more polymultiphasic orgasms.* The signs of conversion reaction to PO are academic professionalism, political organizational structuralism, religious spirituality, banal authority figures, pious editorialism and constipation.

An excellent theme for the 1984 Summer Conference is, "Why Are Our Spines So Stiff?" or "What Happened to the Reflex Arc?" Workshops and papers can be presented to encourage more spontaneous response; for instance, a workshop on the theme, "How to Have Polymultiphasic Orgasms Without the Ethics Committee Knowing About It."

The Membership and Credentials Committees can require evidence of a minimal experience of PO as a basis for acceptance and accreditation. When the news gets around that the members of ITAA are having more PO than other organizations, surely our membership will grow rapidly.

Polymultiphasically,
Fred M. Fariss

* *Martian Dictionary - Polymultiphasic Orgasm: any unplanned, spontaneous, convulsing response*

Happily Ever After

Dear TA Members:

Here is a story I wrote while participating in a TA-Gestalt growth group which the group leaders encouraged me to share with all of you.

Once upon a time, I met a little girl - actually, I have known her all my life, but did not pay much attention to her for a long time. I don't remember much of what she was like in the beginning, but I've seen pictures of her. She looked closed up and afraid, unhappy, I guess.

I have a hunch that she was happy somewhere deep down, but she lost contact with that feeling very early.

She told me about her mother once. Mother was a very sad, lonely and scared woman whom the little girl wanted very much to please. The little girl discovered that her being happy did not do anything for her mother; actually, it might have even made things worse. So, the little girl did things for her mother by tuning into her mother and denying herself and her feelings. Mother seemed to like that, but it didn't make the little girl feel good at all.

Sometimes she would have liked to escape all the weight on her shoulders by getting angry. But that was also a problem because her father often got angry and her mother didn't like that. "Child," her mother would say, "look at your father. All he thinks about is playing and getting mad. That's no way to be."

So the little girl picked up very quickly that she was not supposed to be happy, nor angry, nor to have a good time. So, she kind of died inside. She let other people be her guide about whether it was OK to be happy or unhappy. She liked being with people who had fun because she wanted to be like that a lot.

However, her mother still hovered over her reminding her that she had no business feeling good when there was so much missing in her family and in the world. So, the little girl denied herself and felt "better" when she was around people who were miserable. She never quite lost the feeling that she had to cheer them up or please them.

Then, last week, she made a contract and a wise woman spoke some magic words. She discovered that she was not really dead inside but only hibernating. She did not have to pick up other people's feelings. She could have her very own whenever and wherever she wanted to.

Then the happy little girl that had been pushed into a far, dark closet was able to come out into the light. She came alive and now is ready to live happily ever after.

Helga Wink

KEEPING IN TOUCH

Eric Berne Memorial Library - the books of the late Eric Berne, left to the ITAA by our founder in his estate, have been cataloged and transferred to the University of California Medical Center in San Francisco to become a permanent collection available to the public.

Fanita English, MSW, CTM, is organizing a one-day post-ITAA-EATA Summer Conference workshop for July 1, 1984 as a benefit for Amnesty International. The workshop, called "Consciousness Raising for Social Action," will be held from 9am-2pm at the Hotel Europa, facing the site of the ITAA-EATA Conference in Villars, Switzerland. It will be modeled after the successful post-Summer Conference workshop organized last year by Mary Goulding as a benefit for *Mother Jones* magazine. The hope for this workshop is three-fold: to raise money for Amnesty International, the humanitarian, non-political organization that focuses on "prisoners of conscience" throughout the world; to enhance our sense of ourselves as an international community interested in what goes on in the world; and to help participants emerge with renewed zest for social causes they are concerned about as well as more information about important world issues affecting us all. If you are interested in participating or serving as a sponsor for this important event, please contact Fanita as soon as possible at 724 Pine St., Philadelphia, PA, USA 19106.

Nadine Farrugia of Nice, Italy, writes that she has developed an audiovisual tape on Effective Expression which was successfully shown at the 1983 EATA conference in Rome and in Biarritz at the National Festival of Audiovisual Methods. It is being translated into English, Italian and Flemish and if you would like more information, contact her at 4, Boulevard de Cimiez, Le Majestic, 06000 Nice, Italy. Nadine indicates that the tape is useful for decoding games in TA to improve relationships.

The TA Network of Australia is growing at a healthy pace, according to Dr. Gerald Cartmel of Hamersley, West Australia. He sent along a copy of their latest bulletin which includes substantial reports from New South Wales, South Australia and Western Australia. (Watch future *Scripts* for more details of these.)

The Statement of Ethics and Procedures for Handling Ethics Complaints within the ITAA are available upon request from the ITAA office.

Mary Sutcliffe and Herb Sutcliffe, co-directors of the New Hampshire TA Network send word that their first meeting, on November 5, 1983, included a workshop on "The Myers-Briggs Type Indicator and TA" and was held at the University of New Hampshire at Durham. For information about future meetings, contact them at Four Mathes Cove Rd., Durham, NH 03824; (603) 868-5846.

Networks Alert! If you have information about network activities, we'd like you to share them through the *Script*. Send details to Robin Fryer, Publications Coordinator, c/o ITAA office, at least three months in advance so that they can be included in time for people to respond. And remember, there are no *Scripts* in January, May or September, so plan accordingly. We will look forward to hearing from you.

In Memoriam — we received word from Ana de Borbon that Augustin Servin de la Mora of Mexico City died in early December. We send our condolences to his family and friends.

Congratulations to **Gisele Richardson** of Montreal on the publication of her article, "How to Win the Personal High Tech Game" in the November 15, 1983 issue of *Boardroom Reports*. If you publish an article in a non-TA publication, we'd love to know about it. Send the name of your article and the publication reference to the *Script*, c/o ITAA office.

Education Committee Note - several people have written articles on the use of TA in Education which are published in journals other than the *TAJ*. If you have written or read such an article, please let Education Committee Chairperson Jean Clarke know by writing her at 16535 9th Ave. North, Plymouth, MN 55447.

The American Association of Suicidology will hold its 17th Annual Meeting May 1-6, 1984 in Anchorage, Alaska. The theme of the meeting is "Partners in Progress: Developing Effective Networks." For a Call for Papers (due 1/1/84) and further information, contact AAS Central Office, 2459 S. Ash, Denver, CO 80222. Phone: 303-692-0985.

The Conference on Mental Health Law: Developments in the 1980's, sponsored by the University of Miami, will be held February 24-25, 1984 at the Eden Roc Hotel, Miami Beach, Florida. For more information, contact the University of Miami Law Center, PO Box 248087, Coral Gables, FL 33124.

Remember, Trans Pubs has moved - Norm Shea's new address and phone number for Trans Pubs are: 1259 El Camino Real, Suite 209, Menlo Park, CA 94025; 415-325-6487.

Advertising for the 1984 ITAA-EATA Summer Conference Program booklet is now being accepted. The deadline is February 10, 1984, so if you are interested, please contact the ITAA office immediately.

The second edition of **Barbara and Jim Allen's** textbook of psychiatry, *Psychiatry: A Guide*, was published in late October by Medical Examination Publishing Co., New York. Like the first edition, the book uses TA as a basic framework, but includes much more on family systems, and the work of Gregory Bateson and Milton Erickson.



(From left) Vice-President Eleanor Fawaz-Kamber and Program Committee Chairperson Rosanne Lawson working to pull together the 1984 ITAA-EATA Summer Conference Program. Special thanks go to Eleanor, who made a stopover on her flight from her home in Switzerland to the Winter Congress in Santo Domingo just to help with the program. It's dedicated volunteers like Eleanor and Rosanne who make ITAA such a vital organization!

The American Association for Music Therapy will hold its 13th Annual Conference March 23-25, 1984 at the Vista International Hotel, 3 World Trade Center, New York City. For more information, contact AAMT, 211 East 43rd St., Suite 1601, New York, NY 10017. Phone: 212-867-4480.

Russell Roe, a trainee of Mel Boyce, recently died of cancer at the age of 47. His family lives in Salinas and any donations may be made to the Hospice Fund of the VA Hospital in Palo Alto.

Education Exchange Workshop - in Oakland, people interested in using TA in education gathered to tell how they teach TA and to practice using each others' methods. Watch for Bruce Loria's upcoming article in *TAJ* about teaching TA in the ITAA training setting. He has a way of organizing material that combines educational theory with TA theory.

At the Education Network Meeting, people exchanged ideas and discussed ways to help people in ITAA who want ideas on education. Several people in the group write, so look for upcoming material in the *Script* and *TAJ*. If you have specific questions about who is doing what in education in TA, wrtie to the Education Committee Chairperson, Jean Illsley Clarke, 16535 9th Avenue North, Plymouth, MN 55447.



Jeff White (right) relaxing with participants from the Prague 101. Joining him on the far left is Professor Matejcek of the Charles University, who organized the TA seminars for Czechoslovakia.

Jeff and Maggie White of Australia led a series of 101-type TA seminars in Prague and Brno, Czechoslovakia, last October. They write, "The enthusiasm of the Czechs was a delight to experience. The group in Prague expanded from 30 to 70 people by the second day and the forty 101 exam papers disappeared almost before they touched the table. Many of the participants are very keen to do further training, but unfortunately will have to organize this internally, as Czechs are not permitted to belong to international organizations. There was a special treat for us in Brno when we found that our delightful psychologist-interpreter, Dr. Stanislav Krachtovil, had attended seminars with Eric Berne in San Francisco while studying at Stanford University."



Maggie White (middle) toasting the success of the 101 in Brno, Czechoslovakia with Professors Vratislav Vrzal and Eliska Kloboukova in a 13th Century wine cellar.

Revised Board of Certification Guidelines

From the BOC Chairman . . .

Dear Members:

The Board of Certification (BOC) was established in January, 1982 under the authority of an ITAA by-law. It was designed to be administratively independent from ITAA and thus became a certifying agency charged with developing a competency-based certification in Transactional Analysis. The BOC is solely responsible for the content and construction of the examination, its administration, and the establishment of all individual qualifications for certification. In addition, it is the BOC's responsibility to circulate information about the examinations to the ITAA membership.

In responding to this mandate, the BOC published its full by-laws and guidelines for the information of both ITAA members and others interested in TA certification (December, 1982 *Script*). In giving detailed information about the eligibility requirements for the Transactional Analyst Level I and Level II examinations, this document achieved its major purpose — to inform the TA community of the existence and functions of the BOC.

Since its publication, TA people all over the world have talked about the BOC, its requirements, its examinations and its functions. We on the BOC have entered into dialog with many different individuals and groups about ways in which the BOC can cooperate with regional groups in order to best serve TA people all over the world and, at the same time, provide a competency-based examination that is both reliable and valid. As a result of this dialog, we have revised the guidelines, which are presented below.

After conducting examiner training for the first time at the 1982 ITAA Summer Conference in Snowmass, the first BOC exams were held in Oaxtapec, Mexico in January, 1983. Since then, exams have been conducted in 11 locations world-wide with 114 candidates participating. In addition, exams were held at the 1984 ITAA Winter Congress in Santo Domingo and are planned for the 1984 ITAA-EATA Summer Conference in Villars, Switzerland.

During this time, the BOC has gradually refined its examination process and, **beginning in January, 1985, all candidates presenting themselves for examination will be required to fulfill the pre-submission requirements stated in the guidelines for examinations.**

The BOC has focused mainly on upgrading the reliability and validity of the examinations and, to do this, we have attended primarily to the training of examiners. Since all oral exams are conducted by qualified volunteers, this has meant that examiners are not selected until the day before examinations, with those selected being drawn from a pool of volunteers who travel to examination sites at their own expense.

When the examination site is a large ITAA or EATA conference, the pool of available qualified examiners is usually adequate. Other examination sites are not always so fortunate. At those times, there are fewer possible examiners and therefore a more limited selection from which to choose. Until we are able to pay examiners' expenses, we are not always going to have the best examiners available. At the same time, in order to pay examiners, we would have to raise examination fees considerably. For now, we have decided to maintain a high-quality examiner training program in order to make the best use of volunteers at examination sites. By upgrading the quality of examiners, we ensure that an examination conducted in one location is generally of the same quality as an examination conducted in any other place.

To make exams valid, we endeavor to make sure we are examining people in the area for which they are being certified. Thus, clinicians will be examined on clinical competence, educators on their pedagogical competence, and so on.

Examinations have two sections; the *written* exam and the *oral* exam. Continuing the recent thrust of the Training Standards Committee, we have expanded the written exams to deal not only with knowledge of TA, but of TA application in the candidate's field of specialization. For the oral examinations, we have introduced an additional requirement: the candidate must pre-submit a case study or a course outline with supporting tapes of its actual implementation. This allows us to examine the candidate's actual practice in greater depth in addition to evaluating his/her performance in the exam itself. We see this as a major step towards ensuring the validity of the examination.

We request that candidates taking exams in June 1984 (Villars) and Fall 1984 (Mid-West TA Conference in USA) fulfill the pre-submission requirements. We are aware, however, that some candidates and their sponsors may not have been preparing along those lines. So, while we encourage those who can to fulfill these pre-submission requirements in 1984, we REQUIRE all candidates coming for exams in 1985 (beginning with the 1985 ITAA Winter Congress) to fulfill all pre-submission requirements as stated in the guidelines.

One of the major concerns expressed by TA people all over the world has been the issue of communication with the BOC. We have used the *Script* as our main source for distributing information, but have learned that it arrives in some parts of the world months after publication and that other members either do not get it or don't read it carefully.

Aside from inadequate communication, a further problem expressed by some of our constituents is that changes implemented by BOC were not fully discussed with them in advance and that they would like the right to contribute to changes in the requirements for eligibility for examinations. In response to these concerns, I have written to as many regional TA groups as we are aware of, whether or not they represent the membership of ITAA. I have invited all constituents to attend a public forum at the 1984 Summer Conference in Villars during which we plan to establish a BOC advisory group.

This advisory group will have regional and international representation and all members must represent a local group of TA practitioners who are interested in BOC certification. The advisory group is not to be a governing body of the BOC, but rather an important liaison between the BOC and its constituents. It will meet at all ITAA conferences and will advise the BOC of the needs and concerns of its constituents with regard to certification in Transactional Analysis. There will be no limit to the membership of the advisory group as long as persons attending have an expressed mandate from a local or regional group of TA persons.

Two significant items on the agenda for the advisory group in Villars are:

1. BOC recognition of certifying bodies in different countries;
2. Minimum equivalence of TA certificates across national boundaries.

We have had very good response from advanced members of ITAA to our request for grandfathering. We believe, however, that there are a number of advanced members and other qualified persons who have missed the deadline. As a result, we have extended it to the end of July, 1984.

I will continue to respond to all written correspondence about the BOC and will gladly respond through letters to the *Script* Members Forum in order to keep the dialog open.

Vince Gilpin
BOC Chairman

Letter for Prospective Examinees

The following letter will be sent to all prospective candidates for examination. Vince Gilpin, Chairperson of the BOC, has asked that it be presented in the Script *for the information of the membership at large, particularly those who may be thinking about exams or who are sponsors.*

Dear Examinees:

We are pleased that you have decided to take your examinations at this time. We appreciate how much time, money and energy you have invested in preparing for the exams and we, of the BOC, are likewise exerting significant effort to ensure that you have a high-quality examination experience.

In order to accomplish this, we provide examiner training courses prior to each exam and carefully select examiners from the pool of qualified volunteers who are present at the time. While our dependency on volunteers sometimes presents an obstacle to running exams smoothly, we seek to ensure high standards by observing examiners in action, identifying those who are highly skilled and using this information to assist with subsequent examiner selections.

We also provide a group of experienced, skillful examiners to serve as Roving Examiners. Their job is to enter an examination at the request of the chairperson and deal with problems in the exam process to ensure the fairness of the examination. When an examining board remains deadlocked, even after the Roving Examiner has addressed their process, the Roving Examiner may further examine the candidate and cast a deciding vote. If the candidate is dissatisfied with the examination process, he/she may ask the chairperson of the examining board to call the Roving Examiner at any time during the exam prior to the vote. This point will be elaborated upon at the pre-exam briefing you receive.

This right of the candidate is being emphasized because of the great expense involved in coming to examination sites and the fact that no on-site appeals will be accommodated after the examination is concluded.

Accept my best wishes for success in your examinations.

Vince Gilpin
BOC Chairman

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Current Requirements for Certification as a Transactional Analyst with a Clinical Specialty as of January 1, 1983

1. 600 hours of advanced training in clinical work. 250 of these hours must be in TA of which 50 hours must be *course* work and 50 hours *may* be therapy.
2. 150 hours of supervision of your clinical work. 75 of these hours must be in TA of which 40 hours must be with one trainer over a minimum of one year.
3. 1500 hours experience in treating clients. 750 of these hours must be as primary therapist. 500 of these must be using TA over a minimum of 1½ years.
4. Compliance with state and national regulations for practicing psychotherapy with no unresolved ethical or criminal charges.
5. Endorsement by two advanced members who have supervised your work, at least one of whom must be a certified Supervisor (currently a TM).
6. A written and oral examination.
7. Application fees and materials must be submitted 3 - 6 months prior to the examination.
8. Fees: Written - $90 (U.S. and Canada), $15 (Other Countries). Orals: Application - $75 (U.S. and Canada), $75 (Other Countries). Exam itself: $50 (U.S. and Canada), $50 (Other Countries).

Current Requirements for Certification as a Transactional Analyst with an Organizational or Educational Specialty as of January 1, 1983

1. 600 hours of advanced training in organizational or educational work. 250 of these hours must be in TA of which 50 hours *must* be course work and 50 hours *may* be therapy.
2. 150 hours of supervision of your organizational or educational work. 75 of these hours must be in TA of which 40 hours must be with one trainer over a minimum of one year.
3. 1500 hours experience in organizational or educational work. 750 of these hours must be as primary teacher or consultant. 500 of these hours must be using TA over a minimum of 1½ years.
4. No unresolved ethical or criminal charges.
5. Endorsement by two advanced members who have supervised your work, at least one of whom must be a certified Supervisor (currently a TM).
6. A written and oral examination.
7. Application fees and materials must be submitted 3 - 6 months prior to the exam.
8. Fees: Written: $90 (U.S. and Canada), $15 (other countries). Orals: Application - $75 (U.S. and Canada), $75 (other countries). Exam itself - $50 (U.S. and Canada), $50 (other countries).

Current Requirements for Level II Certification as an Instructor in Transactional Analysis as of January 1, 1983

1. Board of Certification Level I certification as a Transactional Analyst.
2. 300 hours of experience teaching in your specialty (i.e., 101's, workshops, lectures, university courses, etc.).
3. 100 hours of continuing education in your specialty consisting of coursework and/or related training events.
4. 12 hours of presentations at conferences and professional meetings, 6 of which must be at national or international meetings.
5. 50 hours of supervision of your teaching by an individual who is certified as both an Instructor and Supervisor (currently a TM).
6. An oral exam focused up to 50% on the submitted tape of the course and 50% or more on depth and breadth of TA theory and related models.
7. Presubmission requirements:
   a. A TA course or workshop design, syllabus, or curriculum presentation along with a tape of the course with a ten-minute segment marked for examination.
   b. Fee and materials (item 6 above) for exam submitted three months prior to the exam.

   Fees: Application - $75, Exam itself - $50.

   Note: Fees apply to both Instructor and Supervisor exams (when taken together).

Current Requirements for Level II Certification as a Supervisor in Transactional Analysis as of January 1, 1983

1. Board of Certification Level I certification as a Transactional Analyst.
2. 500 hours of experience supervising an individual or group supervision, in which a minimum of two supervisees must each have received at least 40 hours of supervision.
3. 50 hours of supervision of your supervision by a certified Supervisor (currently a TM).
4. A 35 hour Board of Certification approved course in ethics, supervision, and training (currently a PTM workshop).
5. Three letters of endorsement from certified Supervisors (currently TM's) one of which must be from the person who supervised your supervision.
6. An oral exam focused up to 50% on the submitted tape and 50% or more on your current supervision.
7. Presubmission requirements:
   a. A write up and tape of a supervision session with a ten-minute segment (with a typescript) marked for examination.
   b. Fees and materials (item 5 above) submitted three months prior to the exam.

   Fees: Application - $75, Exam itself - $50

   Note: Fees apply to both Instructor and Supervisor exams (when taken together).

Level I Written and Oral Examinations for Certification as a Transactional Analyst* as of January 1, 1984

1. Written Exam
   a. This exam will be a proctored essay-type exam. There are 18 questions from 9 categories drawn from a pool of 75 questions. The candidate must respond to 9 of the 18 questions. Each question is worth 10 points (5 for knowledge and 5 for application).
   b. Application must be made 3 months prior to the exam.
2. Oral Exam
   a. The candidate will submit two tapes and a case study (see guidelines) three months prior to the exam. At least one of these tapes must be work with a group or family if the area of specialty is clinical.
   b. The structure of the oral examination will be as follows:
      (1) the candidate will also bring recently taped work to the exam;
      (2) up to half of the oral exam will be focused on the pre-submitted tapes and case presentation;
      (3) half or more of the exam will be focused on recent work that the candidate wants to play for the board.
   c. Application fees and materials (see 2a above) must be submitted 3 months prior to the exam.
3. Fees: Written exam - $90 (U.S. and Canada), $15 (other countries); Oral Exam: Application - $75 (U.S. and Canada), $75 (other countries). Exam itself - $50 (U.S. and Canada), $50 (other countries).

* *Areas of Specialty: (1) Clinical; (2) Organizational; (3) Educational*

Guidelines for Organizational or Educational Case Presentation

To be submitted prior to examination in Organizational and Educational applications of Transactional Analysis (suggested length 5-7 pages):

1. Background
   a. Description of client or client system, status, authority.
   b. Referral and presenting issues with initial assessment.
   c. Relevant history of group or organization, previous interventions, organizational script and/or games.
   d. Contract.
2. Design
   a. Needs assessment, method and results.
   b. Objectives of intervention.
   c. Description of design or plan; TA theory basis; brief discussion of other theories or models applied.
   d. Learning materials (agenda, handouts, workbooks, references, as applicable).
   e. Diagrams; one or more of the following: formal authority, informal authority, location, setting, boundary.
3. Implementation
   a. Tape* of presentation, discussion, or activity, up to 20 minutes, with explanation of context, significance in the overall implementation strategy, and transcript.
   b. Current status of intervention, future direction or follow-up.
   c. Evaluation: describe method of evaluation used by client, method used by candidate, results.
4. Description of Practice
   a. General description of the professional in which you apply TA, type of clients/settings, organizational affiliation/position, how you get referrals.
   b. Ethical and professional guidelines you observe in your practice, when and how do you decline work or refer to other practitioners; ethical issues in this intervention and how they were handled.

**In rare cases, taping is not appropriate. If no tape is submitted, provide thorough narrative and reason for not taping, as well as complete materials. Clearance in advance is recommended.*

Guidelines for Clinical Case Presentation

To be submitted prior to examination in Clinical applications of Transactional Analysis (suggested length 6-9 pages):

1. Vital Statistics of Identified Patient

Age, sex, marital status, position in current family (e.g. "Living with boyfriend, Joe, and two teenage daughters, ages 14 and 17 years"), job status.

2. Referral and Presenting Issues

Source of referral and reasons for referral where appropriate. Presenting problems and mental status at time of referral. Initial diagnosis.

3. Initial Contract.
4. History

Family history, developmental history, educational history, sexual history, work history, relationship history. (These suggestions to be included only where relevant and must be related to presenting problems and/or treatment plan.)

5. Formulation and Diagnosis

Diagnosis: Your analysis of the client's present situation:

a. Using Script Analysis and one other aspect of Transactional Analysis theory.

b. Using a standard diagnosis nomenclature in use in your geographical area (e.g. DSM III).

For each, describe how you have reached these conclusions, and how you distinguished between this and other similar diagnostic judgments (i.e., differential diagnosis).

6. Treatment Plan

Describe your overall treatment plan, relating (#a under Diagnosis above) to the overall and intermediate goals. Discuss your choices of treatment approaches and strategies, including your reasons for these choices. Describe the mode of treatment (e.g., group, family, individual, etc.) and reasons for choosing mode(s), frequency and duration of sessions. For treatment already provided, summarize significant interventions or processes, contracts made, contracts fulfilled, and indications of partial or complete attainment of overall contracts and goals. Discuss your criteria for judging congruence or completeness in goal attainment in general and in this case; relate this to the theoretical models discussed (#a under Diagnosis above). For future treatment, outline current thinking and planning regarding intermediate and long-range treatment strategies and interventions; include mention of what circumstances or responses by the client would lead you to revise these plans.

You may present this material either in narrative form or in an outline. Indicate relevant time frames or duration of stages of treatment. Remember to emphasize your part in the therapy process, not only what the client did or does.

7. Implementation and Progress Report

A report of the implementation of the treatment plan and significant steps along the way. Current status of the treatment process; the experience of the therapist and the response of the client in this adventure.

8. Tape and Transcript

Select an audio cassette tape of a recent session with this client that demonstrates your application of Transactional Analysis theory and process. For this segment:

a. Provide a clear and legible transcript of a 10-minute segment.

b. Have the tape cued to this segment.

c. Describe the session contract and how it relates to the overall treatment contract.

d. Describe the work done, and relate to TA theory.

e. Describe what was accomplished, how demonstrated on this tape and in future sessions.

9. Discussion of Direction and Prognosis

Mention what has been accomplished, how it is relevant to diagnosis, contract and treatment plan.

Where appropriate, discuss prognosis in the light of diagnosis and psychosocial variables.

Discuss long and short term goals.

10. Description of Your Practice.

Provide the following information about your practice:

a. Setting(s).

b. Nature of laws or statutes affecting clinical practice in your geographical region.

c. How are you in compliance with these laws (or if not in compliance, how do you justify your practice and protect yourself and your clients in this process?)

d. Description of clients served; e.g., nature of population, diagnostic categories, etc.

e. Who would you not work with, why and what systems do you have for referrals to others?

f. If you are not a medical doctor, what referral and/or consultation arrangements do you have to provide medical advice, treatment, or back-up? How do you determine when and with whom to utilize medical consultations?

World-Wide TA Conferences

The Fifth German TA Conference, October 1983 in Burghausen, was a big success with nearly 500 participants attending 70 presentations, including a TA 101. Most participants and presenters were from Germany, but there were also people from Austria, Switzerland, Great Britain, Holland, Belgium and the US. As a very special guest and stroke for the German TA people, ITAA President Norman L. James, PhD, attended the conference and the first session of the newly elected DGTA officers. The conference ended with a wonderful dancing night with lots of fun and strokes.

The Asociacion Espanola de Analisis Transaccional (AESPAT) is holding its Second Spanish Congress of TA in Madrid, May 8-13, 1984. The theme is "Analysis Transaccional: Un Metodo de Ayuda Para Todos" (TA: A Helping Method for All). AESPAT President Manuel Francisco Masso Cantarero indicates that the congress structure includes presentations on topic areas (1 hr.), panel discussions on application areas (1.5 hrs.), and presentations on recent developments and advances in the field (1 hr.). In addition, each afternoon, a series of 4-hr. workshops will be held. If you would like to present, mail a resume and outline of a proposed presentation to Joaquin Maria Maquirriain Labiano, Comite Organizador, Hermosilla, 74, O-8, Madrid — 8, Spain.

The Third Australasian TA Conference, held in mid-November, 1983, was attended by 250 delegates from all over Australia, New Zealand and India representing 47 occupational groups. A variety of interesting papers was presented and 70 people attended an introductory course — which shows that TA is indeed alive and well in Adelaide!

The Seventh Indian Transactional Analysis Conference will be held March 17-21, 1984 in Poona, just 100 miles from Bombay, India. The theme is, "Consciousness Raising Through Cooperation, Self-Assertiveness and Creating Value Systems." Included will be sessions with music and movement, involving total group participation, to stimulate learning, sharing and having fun in an environment of togetherness. Although it is summertime, air-conditioned accommodations are relatively inexpensive in Poona. They are really looking forward to some international delegates. (Other TA bulletins please copy.) For more information, contact Cora Menezes, SFM, Convenor, Conference Office - 4 Gidney Park, Salisbury Rd., Poona 411 001, India.





After the recent DGTA elections, the new officers posed with visiting ITAA President Norman L. James. (From left) Hans Jellouschek (member of PTSC), Bernd Schmidt (chairman of PTSC), Gerhard Springer (Board member), Ute Hagehulsmann (Board member), Bernd Schibalski (Vice-President), Anne Kohlhaas (President), Jan Hennig (General Secretary), Helmut Harsch (Treasurer), Rudiger Rogoll (Past-President and President by honor), and Norman James (ITAA President).



Vince Gilpin, looking appropriately patrician, at a toga party during the 1983 EATA Conference in Rome, Italy. The flowers were given to him in appreciation of his coming to share information about changes in the Board of Certification policies and procedures. Since then, Vince has been elected as the new Chairperson of the Board of Certification.

Ottawa Hosts CATA: The Eighth Annual Conference of the Canadian TA Association (CATA) was held October 12-16, 1983 in Ottawa, Canada. CATA chose the majestic Chateau Laurier Hotel as its conference site. Located adjacent to the Canadian Parliament buildings, the Chateau has greeted royalty and heads of state from all over the world. It was fitting, therefore, that some of the finest in and out of the TA world should meet there to learn, grow and play together.

The Conference theme was, "Power and Creativity: The Productive Relationship." Participants were honored to have Claude Steiner as special guest and keynote speaker. Claude addressed the theme of personal power and gave his own creative prescription for how abuses of power impair the productive capacity of a relationship.

The Pre-Conference Institutes had wide-ranging appeal and were as dynamic as their leaders, who included Lucy Freedman, Ted Novey, and Abe Wagner from ITAA and Bennit Wong and Jock McKeen from British Columbia. Carol Burra, PTM from Kingston, gave a 101.

The Pre-Conference leaders stayed on to offer additional workshops and were joined by many other well-known practitioners of TA. Also featured were a variety of specialists from other disciplines. CATA recognizes and appreciates the differentness of other disciplines and invites a productive relationship between them and TA.

Ottawa is a get-on-with-it city of natural beauty and quaint historical charm. CATA gave the participants there plenty to think and feel about, balanced with fun and levity of the sort healthy folks generate when they gather.

Special thanks go to the Conference Organizing Committee for bringing CATA and Ottawa together in such a pleasurable way.

Don Fitzsimmons,
CATA Vice-President

Training Notes

Grandfathering/Grandmothering Deadline Extended

The BOC has decided to extend the deadline for applications for Grandfathering until July 31, 1984. Please check your December, 1983 *Script* for details or contact Jackie Ward-Flaggs at ITAA headquarters.

Pre-submission Requirements Effective January 1985

All presubmission requirements for all examinations go into effect beginning with examinations held after January 1, 1985.

New Training Contracts Approved

Trainees who submitted contracts in the latter part of 1983 will soon be receiving notification of the status of their contracts. The Training Standards Committee has developed a new training contract, which was recently approved. Those persons who submitted the old form of the contract (CM, SFM and TM) will be requested to complete and resubmit the new contracts, which will automatically be sent to them from the ITAA office. A second filing fee will not be required if it was paid when the first contract was submitted in 1983.

ITAA Mailing List for Rent

The ITAA mailing list is available for rent to Association members and other non-profit or profit educational/scientific organizations as approved by the ITAA Executive Director.

Lists are updated weekly to include new members and address changes. To minimize mail returned to you, we encourage immediate use of purchased lists. Each list is dated and custom made to your specifications. You do not have to order the entire list, but can choose certain portions, such as Teaching Members in California, Journal Subscriptions in Australia, India and Brazil, etc. Lists should not be duplicated and all are non-returnable.

Lists are available on both gummed labels, which must be applied by hand, and cheshire labels, which must be applied by a mailing service in your area. The cheshire labels are recommended for mailings to large numbers of people since applying gummed labels by hand can be quite time consuming.

When ordering your list, please give your name, address, phone number and the purpose for which the list will be used. Also include the following specifications: gummed or cheshire labels, membership classifications desired and countries, states or zip codes to be included.

For more information about renting the ITAA mailing list, please contact the ITAA office.

Mailing List Rental Fees

Number of Names	Non-Profit Organizations and ITAA Members	Profit Organizations
1-1000	$35 + 2¢ per name	$80
1001-2000	$40 + 2¢ per name	$135
2001-3500	$50 + 2¢ per name	$185
3501-5000	$60 + 2¢ per name	$250
5001-5500	$70 + 2¢ per name	$275

Examiners Needed
Level I (CM/SFM)
Level II (TM) Exams

June 25, 1984 Villars, Switzerland

We need qualified examiners (someone who has or will complete the Board of Certification examiner training workshop before exams) for Level I (CM & SFM) and Level II (TM) oral examinations. Please complete this form and return to Jackie Ward-Flaggs, PO Box 3932, San Francisco, CA 94119 by May 1, 1984 if you can help. We will also need CM's, SFM's and PTM's to act as supervisees for the supervision section of the Level II (TM) exams. Please indicate if you can help and which language(s) you speak fluently.

_____ Level I (CM/SFM) oral exams, Monday, June 25, 1984 and the 7 pm Sunday evening Examiners' Meeting.

_____ Level II (TM) oral exams, Monday, June 25, 1984 and the 7 pm Tuesday evening Examiners' Meeting.

_____ I would like to serve as a supervisee in the supervision section of the TM examination.

_____ I would like to serve as an exam board Chairperson; I have done so _____ times.

_____ Yes, my room at the hotel can be used for the exams. I took the BOC Examiners training workshop at _____

I speak the following language(s) fluently _____

_____

_____

Name and Membership Status (Please PRINT)

_____

Address and Phone Number

_____

CALENDAR

June 24-July 1, 1984 ITAA Summer Conference, Villars, Switzerland

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM) Oral Exams	May 12, 1984 June 25, 1984 November 11, 1984	Sao Paulo, Brasil Villars, Switzerland Brussels, Belgium	February 10, 1984 March 23, 1984 August 10, 1984
Level II (CTM/SFTM) Oral Exams	January 25, 1984 May 12, 1984 June 25, 1984 November 11, 1984	Santo Domingo, Dominican Republic Sao Paulo, Brasil Villars, Switzerland Brussels, Belgium	November 7, 1983 February 10, 1984 March 23, 1984 August 10, 1984
Level I (CM/SFM) Written Exam	March 9 or 10, 1984 July 13 or 14, 1984 November 9 or 10, 1984	Location to be announced Location to be announced Location to be announced	December 9, 1983 April 13, 1984 August 9, 1984

All fees are due by the application deadline. All exam fees are non-refundable, but will be kept as credit in your account (except the oral application fee which must be paid each time a trainee applies for an oral exam) if at least 30 days written notice is given for cancellations. Otherwise, fee is forfeited. Fees: written exam - $90 US/Canada (a $10 administration fee will be deducted for cancellations received prior to the 30 days deadline); all other countries pay a $15 written exam recording fee to the BOC and $35 to the reader/scorer. Orals application - $75, non-transferable. Oral exam - $50. Contract filing fee - $30. All fees must be paid in US funds.

Examinees Passed

New Certified Members Examined on Nov. 13, 1983 in Paris, France

Klaus Jaeger, SFM, Schriesheim, W. Germany
Winfried Krisch, CM, Hain-Oberzissen, W. Germany
Ursula Kumpf, SFM, Wertheim, W. Germany
Ansgar Nowak, CM, Wuerzburg, W. Germany
Andres Senlle-Szodo, SFM, Barcelona, Spain
Erika Stern, CM, Utrecht, Netherlands
Chantal Theuret, CM, Quetigny, France
Gro Traavik, CM, Oslo, Norway
Cesarina Tresoldi, CM, Scanzorosciate, Italy
Rolf Wartenberg, CM, Oldenburg, W. Germany
Schorsch Wilms, CM, Aachen, W. Germany
Dorthe Wiehmann, CM, Heidelberg, W. Germany
Elena Crema-Zanolli, CM, Bellinzona Ti, Switzerland

Classified Advertising

A MEDICAL WORKSHOP FOR NONMEDICAL THERAPISTS: MARCH 2-4, 1984.
A 3-day comprehensive workshop, including:
Segment 1: *Neurophysiology & Psychopharmacology* by Edward Valentine, MD, CM
Segment 2: *Medical Emergencies* (CPR, first aid & others relevant to the process of deep affective therapy) by Jane Lolachi, American Red Cross
Workshop sponsored by Zedais Learning Center, Judy Barr, CPTM, Director, 17 Avenue C. Norwalk, CT 06854, (203) 853-3678.

Make An Impact!

Advertise in the Script and the TAJ

Wondering how you're going to publicize your 1984 programs and plans? Look no further — you have a ready-made market available to you through advertising in the ITAA's publications. And, if that isn't incentive enough, we'd like you to know that we are not raising ad rates for this coming year, so you really can get good exposure for your investment. Below are the ad rates. If you'd like more information, please contact Robin Fryer, Publications Coordinator at the ITAA office and she'll send you a copy of our rate sheet. We look forward to helping you become well-known in the international world of TA!

Transactional Analysis Journal

Full Page
$400; 6" across x 8½" down

Half Page
$200; 6" across x 4¼" down

Quarter Page
$100; 6" across x 2-1/8" down

Script Newsletter

Half Page
$330; 9½" across x 6½" down

Quarter Page
$195; 4½" across x 6½" down

Eighth Page
$110; 4½" across x 3¼" down

Classified Ads
$7/line with 3 line minimum
75 characters/spaces per line.

Deadlines - *Transactional Analysis Journal* ads should be submitted one and a half months prior to publication date. The *TAJ* is published in January, April, July and October. *Script* ads should be submitted by the first of the month prior to the month of publication; i.e., February 1 for March issue. The *Script* is published monthly except January, May and September.

SUMMER 1984
Institute for Integrative Psychotherapy
presents



Richard G. Erskine, Ph D



Rebecca L. Trautmann, RN, MSW

July 27 - August 5, 1984

This ten-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Concepts that may be covered include: treatment of Parental Introjects; regressive therapy and related developmental theory; group process; and our own unique treatment of *Body Script.* The workshop is designed for professionals in the mental health field who want personal work followed by an understanding of theory and treatment planning. An opportunity will be available for Supervision.

Cost: $995.00 for tuition, room and meals
Deposit: $195.00 non-refundable
Location: Near New York City in a beautiful country home with spacious grounds and swimming.

For more information and to register contact:
Richard G. Erskine, Ph.D.
Institute for Integrative Psychotherapy
500 East 85th Street, New York, N.Y. 10028 • Tel. (212) 734-5291

ITAA Comptroller Felix Messier Retires



January signaled a new era for the Central Office when our Comptroller, Felix Messier, officially retired from full-time service to ITAA.

Phil, a nine-year employee of ITAA, joined the staff when the office was located in Berkeley. He has served under three Executive Directors (George Morton, Robert Andersen and Susan Sevilla) and has assisted five ITAA Presidents (John Dusay, William Holloway, Ruth McClendon, Muriel James and Norman James).

Born and raised in Massachusetts, Phil moved to California in 1942 while in the armed services and was stationed at Fort Mason, just a few blocks from our current office. After the service, Phil worked for a large restaurant chain, beginning in 1947, and in 1960 attained the position of Secretary-Treasurer. Later, he gained experience in non-profit accounting by serving from 1972-1975 as Business Manager for another large, non-profit association, the Girl Scouts.

Reflecting on his nine years with this association, Phil commented, "My time with ITAA has been one of the most rewarding experiences of my life. I've found challenge and also great satisfaction working with our officers and members. After a strictly business background, I've appreciated seeing another dimension of working with people. I've enjoyed being associated with TA professionals. They are a different breed of warm, caring, loving individuals, able to see beyond the dollars and cents to the true value and meaning of life. It's been a great experience for me and I've loved it. I hope to continue my association with ITAA in some manner, assisting staff and members wherever possible."

Although we are sorry to see Phil enter "semi-retirement," we are pleased that he has agreed to remain with ITAA two days a week in 1984 to ensure a smooth transition as the Central Office adjusts to life without a full-time Comptroller.

So, to Felix Messier we say a big thank you for many years of fine service and good luck in all future endeavors.

ITAA Membership Directory Update

The following names should be added to your 1983 ITAA Membership Directory. For information about the membership codes listed on the left, please see the code key on page four of your Directory.

RM Alcoz, Marta, RSCJ, M.ED., Box 1510, Ponce, Puerto Rico 00733

CT Becker, Lois, B.S.W., 10 Noel Ave., Toronto, Ontario, Canada, M4G 1B3 416-421-9501

SFMCT Bender, Jack M., 1100 Clairmont Ave., Decatur GA 30030 404-373-9622

RM Blumenfeld, Joan, M.S., 33 Red Coat Rd., Westport CT 06880 203-227-6612

CPTM Boyce, Virginia L., M.A., M.S.W., 4140 F. Idle Hour Circle, Dayton OH 45415 513-274-2782

RM Cohen, Jeanie, MFCT, 20969 Ventura Blvd., #206, Woodland Hills CA 91364 818-883-2930

CT Daubin, Margaret Angus, 677 W. 28th Ave., Vancouver, B.C., Canada V5Z 2H4

RM De Ladebat, Philippe, 103, Quai Branly, 75015 Paris, France

CM Dilthey, Daniela, M.A. Dipl. Psych., Windscheidstr. 12, 1000 Berlin 12, West Germany

ARM Doi, Keido, 4-2 Miyake, Itsukaichi, Hiroshima 731-51, Japan

ARM Edwardsen, Linda, M.A., 10048 Johnson Ave., S., Bloomington MN 55437 612-835-0887

CPTM Friedlander, Margery G., M.ED., 31 North Valley Rd., Ridgefield CT 06877 203-431-4426

CM Geiger, Lura Jane, Ph.D., 6144 Beaumont Ave., La Jolla CA 92037 619-454-6678

RM Giffen, John C., Psy.D., 36 Wyoming St., Dayton OH 45409 513-228-6654

ARM Gill, Mildred J., B.A., 8557 W. 8th Ave., Lakewood CO 80215 303-237-9177

CT Hagehulsmann, Dr. Heinrich, Gut Buttel, D-2902 Rastede-Ipwege, W. Germany, Tel. 04402/8 22 44

CPSPT Hagelhulsmann, Ute, Gut Buttel, D-2902 Rastede-Ipwege, W. Germany, Tel. 04402/8 22 44

ARM Henken, Heidi, B.A., 21 Ebbtide Passage, Corte Madera CA 94925 415-924-6927

ARM Hesekiel, Toska, Dr. Med., Kahlhorst-Str. 32A 2400 Lubeck, W. Germany

CTM James, Norman L., Ph.D., Dept. of Psych., St. Johns Univ., Collegeville MN 56321 612-363-3134

ARM Korpolinski, Robert J., CSW, ACSW, 1136 Garrett Avenue, Niagara Falls NY 14305 716-285-4204

CT Macdonald, Chris, M.ED., The Donwood Inst., 175 Brentcliffe Rd., Toronto, Ont., Canada M4G 3Z1 416-425-3930

CM Marcek, Thomas W., M.S.W., 4055 So. Spencer #216, Las Vegas NV 89109 702-734-0676

ARM Markus, Geneva, Ph.D., R.F.D. #1, Box 769, Old Dublin Road, Hancock NH 03449

RM Millen, Patsy R., 13 Ridgehaven Drive, Bellevue Hgts., So. Australia 5050, Australia

SFM Minnema, Marti Elisa, M.A., A.C.S.W., 1922 Oakland Dr., Kalamazoo MI 49008

RM Morgan, Palma, Ph.D., 2220 Ave. of the Stars, #801W, Los Angeles CA 90067

CM Nowak, Ansgar, Wurzburger Str., 22, 8707 Veitschochheim, W. Germany 0931/93597

ARM O'Connor, Jean A., M.A., 215 N. Arlington Hts. Rd., Arlington Hts. IL 60004 312-577-9547

RM Poole, Ann H., M.A., 906 The Great Road, Princeton NJ 08540 609-924-7795

CPTM Pinski, Esther, R. Cabedelo 198, SP, Sao Paulo, Brazil

ARM Prince, Darby S., M.S., 3810 Apollo Dr., Anchorage AK 99504 907-333-9358

RM Prince, Joanne F., B.A., 1381 Almond St., Orange City FL 32763 904-775-7674

RM Pulleyblank, Ellen, M.S., 1730 Middlefield Rd., Palo Alto CA 94301 415-327-0364

RM Reid, Ian O., Th.M., Psy. D., 30 Colonial Dr., Red Hook NY 12571 914-331-6552

CT Robinson, Sally, M.S., B.A., c/o Dept. Conservation & Environment, BP House, 1 Mount St., Perth 6000, Western Australia

CM Schnabel, Tim A., M.Ed., 5513 Forest Rd. #164, Greensborough NC 27406

RM Siegel, Jean, M.A., 34012 Pequito Dr., Dana Point CA 92629 714-493-1222

RM Slatinsky, Daniel, M.A., B.A., 211 S. Maumee, Tecumseh MI 49286

RM Sowald, Debi K., Psy.D., 3024 Brickwall Dr., Apt. 3-D Kettering OH 45420 513-293-2273

SFM Springer, Gerhard, Muehlstrabe 10, A 5023 Salzburg, Austria Tel. 720-1091

RM Sternlight, Judith, 219 Lancaster St., Albany NY 12210 518-462-4777

CT Sutcliffe, Herbert A., N.H. Inst. for T.A., 4 Mathes Cove Rd., Durham NH 03824 603-868-5846

CT Sutcliffe, Mary, M.S.W., ACSW, Child/Family Serv., P.O. Box 86, 257 Water St., Exeter NH 03833 603-772-3786

CM Waters, Anne, B.A., Saint's Place, High St., Cranbrook, Kent, England TN17 3DN

ARM Whiting, Elaine D., M.A., B.A., 2800 Market Ave. N., Canton OH 44714 216-452-9842

Special International Issue of the Script
Spring, 1984

Once again we are eager to update our information about TA organizations outside the USA and to share it with our readers. We are looking for short articles (400 words) describing other organizations, including the name, number of members, publications, geographic area covered, history, organizational leadership structure and process, conferences or educational events, and any other news that our readers might find interesting. Please send to the *Script*, c/o ITAA office by March 1, 1984.

ITAA Major Medical Plan Helps Protect USA Members

Today's inflation in medical care means the costs of a major illness or an accident requiring extended recovery can be significantly larger than benefits provided by the typical hospitalization policy.

The ITAA sponsored Major Medical Plan can provide the extra coverage many members need. The plan is open to all USA members and spouses under age 60 as well as their unmarried dependent children up to 19 years (to age 25 if a full-time student). The plan is also open to employees of members and their dependents.

Applicants have their choice of deductibles: $250, $500 or $1,000. After the deductible, the plan begins paying 80% of all other covered expenses for that calendar year. Then, after the insured has paid $2,000 in out-of-pocket expenses (plus the deductible), the Plan takes over to pay *100%* of any additional eligible expenses . . . up to a $1,000,000 lifetime maximum benefit.

Members may find that the price of this plan is lower than expected. Because the cost is group rated, premiums can be much lower than if purchased individually.

For more information on the ITAA sponsored Major Medical Insurance Plan and how to enroll, write the ITAA Insurance Administrator: Albert H. Wohlers & Co., ITAA Group Insurance Plans, 1500 Higgins Road, Park Ridge, Illinois 60068.

Since many members have expressed an interest in knowing more about ITAA sponsored insurance plans, we will be printing additional information in future *Scripts*.

- An Invitation to Join -
The International Transactional Analysis Association, Inc.
1772 Vallejo St., San Francisco, CA 94123
415-885-5992
New Affiliate Membership

Benefits - quarterly *Transactional Analysis Journal; Script* newsletter 9x/year; membership directory; reduced conference registration; car rental discounts; for US members only, group life and health insurance plans.

Dues - $40/year (Please send check or money order in US currency payable on a US bank if applying from outside the US)

Name and Degree

Address and State/Country Zip

Phone Amount Enclosed

☐ Please send me information about membership categories leading to possible certification in Transactional Analysis

Members: please pass this Script *on to a friend or non-member and invite them to join you in ITAA!*