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Focus Groups Give Fascinating Glimpse into Delegates' Views

By Ellyn Bader, PhD

Since returning from this year's wonderful summer conference in Villars, Switzerland, I have been listening to tapes made of the focus groups held as part of the international delegates' meeting (see August, 1984 *Script*). I found the comments so informative that I decided to summarize them for the *Script* so that all members could appreciate what was discussed. This feedback will also be utilized by the ITAA Board of Trustees during its Long Range Planning Retreat in January.

After first gathering as a large group, the twenty-five delegates, each representing one national, regional or multi-national TA organization (there are over 30 in existence) met in subgroups led by members of the ITAA Board of Trustees. In listening to the tapes of these groups, the thing that stands out the most is that delegates' comments are directly related to the longevity of the organization they represent.

Those organizations which have existed longest are most interested in a large amount of autonomy from ITAA. Their delegates encourage ITAA to develop a federated structure in which organizations around the world would join ITAA as organizational members. Those organizations which developed in the last five to six years seem to be more interested in ITAA continuing as is, with both individual and organizational memberships available. They seem to prefer less autonomy from ITAA and want ITAA to continue providing a broad range of services, including credentialing and setting training standards.

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This overall theme will be highlighted more clearly as I describe the responses to the seven questions asked of each delegate.

1. What are the problems faced by TA practitioners in your country?

Of all the questions, this one evoked the most similar responses from delegates. The most frequently mentioned problems included the lack of either professional or legal recognition for transactional analysis as an acceptable modality. While the specifics of licensing problems vary greatly from country to country, the issue confronts TA practitioners in most organizations around the world.

Roland Johnson of Sweden said that a Swedish practitioner must be licensed to do psychotherapy and it is not possible to be licensed as a TA therapist. Flo Olivier further described the problem: "The main problem in Canada is that there is so little recognition of TA as an important psychological theory or as a valid and effective way to work with people. Thus, it is difficult to sell TA to agencies or organizations. There are a few trainers in Canada, a few trainees and even fewer trainees who are interested in taking ITAA exams, since there is no legal or academic acceptance of these credentials in Canada." Silvia Romanini described another problem in pointing out how a lack of laws on the subject makes it possible for anyone who wants to to practice psychotherapy in Italy.

The other most frequently described problem was that of geographic distance. Pearl Drego of India and Maria Gilbert from South Africa were among those who stressed the difficulties facing individuals who want to train in transactional analysis. They emphasized both the expense of traveling and difficulty in getting a variety of training experiences.

2. What is positive and what is negative about ITAA?

The delegates' responses are rank-ordered below in terms of frequency of mention.

Positive

1. TA Journal.
2. High quality of international certification.
3. Providing an international professional network.
4. The high quality of training made available.
5. The fact that the association is international.

Negative

1. Fees are too expensive.
2. Correspondence is too slow.
3. Too much American influence; not enough international representation.
4. The existence of extra fees.
5. The way the BOC (Board of Certification) was established and the large number of requirements involved in BOC certification.

Harry Tyrangiel of Switzerland summarized well the feelings of many delegates: "What is positive about ITAA is that it is an international organization with a high quality international journal, an international set of standards for training and ethics and exciting international conferences. What is negative is the sometimes poor communication with regional associations and individual members. Also negative is that the new exam process created so many doubts rather than clarifying the process before institutionalizing it so quickly. I think that was unfortunate, but I think it is valuable to have an international standard of training."

3. What does ITAA mean to you personally; what does it mean to your organization?

In describing its meaning to other organizations, many delegates mentioned the importance of ITAA providing a model of an effectively functioning organization. ITAA also appears to be meaningful in terms of providing both an international network and a standardized credential.

In terms of what ITAA means to them personally, delegates most frequently mentioned the *Journal*, the *Script* and the significance of the emotional bond they have developed both with the organization and through friendships established with other practitioners around the world.

In fact, it seemed that, for many delegates, ITAA has more personal meaning for them than it does for their local associations. Many of them remarked that, unless there was considerable reorganization and a change in structure, ITAA could continue to mean very little to the local and regional associations.

Mary Cox of the United Kingdom summarized responses to this question well when she said, "For me, ITAA means the *Journal*, the *Script* and it means America. To my organization, ITAA represents a source of training and training standards and a model for setting up and running a TA organization."

4. How would you differentiate the purpose of ITAA from the purpose of your organization so that they are distinct and not competitive?

Many delegates believe that no conflict need exist between the purpose of ITAA and that of any national or regional association. The most commonly mentioned purposes for regional associations were:

To provide a network for professionals in the country, provide certification, set ethical standards and respond to issues of licensing in the country.

Many delegates believe that no conflict need exist between the purpose of ITAA and that of any national or regional association.

The most frequently mentioned purposes for ITAA include:

To provide a linking function for organizations around the world, set training standards, develop new training methods, and standardize new theory.

Other items mentioned were ITAA's responding to global needs, such as providing an international membership directory and conducting international conferences. Rosa Krausz of Brazil said it this way: "The purpose of ITAA is to provide world meetings of TA people. ITAA should become a federation of national associations. National associations would have individual membership [Ed. - i.e., individuals would belong to their national associations rather than to ITAA] and offer a structure for training new practitioners."

5. What experience, knowledge and structure can your organization contribute to the long-range planning and restructuring of ITAA?

The most frequent response was based on the experiences of other organizations in countries with both multiple languages and cultures. Antoinette de Mol and Mil Rosseau of Belgium and Bjorn Lapstrum of Norway all mentioned working with different cultures cooperatively while remov-

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Focus Groups (continued)

ing competition and still maintaining a sense of identity for each culture or organization. Applying TA in special fields was another area in which other organizations felt they could contribute to the ITAA.

6. What are the needs of individual TA practitioners in your country that you would like to see ITAA meet?

Many delegates felt that, in the future, regional, national and continental associations can and will meet all the needs of individual members who practice TA. They believe that the most important task for ITAA will be to work towards international professional recognition of TA. They also want to see ITAA continue to provide services such as the *TAJ*, an international membership directory, information on training standards and a unified body of ethical standards.

7. What would be an effective relationship between ITAA and your organization?

Responses to this question highlighted one of the areas in which there is the most disagreement among members around the world. About half the delegates were in favor of ITAA's continuing to be both an individual and organizational affiliate-based organization, while the other half were directly in favor of it moving to a federation with only an organizational membership possible. Jeff White expressed the position of the Western Australian Association in saying he would like to see ITAA maintain a category of interest membership so individuals in Australia can continue to belong directly to ITAA. Many others, including Coby Bakels-Vijg of The Netherlands and Gaby Ferreira of Portugal felt that ITAA should have a joint membership structure with ITAA being composed of associations who elect their own representatives to the international organization.

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Clearly, the issue of what the future structure of ITAA might be is a crucial one. As I listened to the feedback from the delegates in Villars, I wondered how each member of ITAA might answer these important questions. If you have input that you would like to add to what has been said here, I urge you to write to me by January 1, 1985 so that your feedback can be included in the material the Board of Trustees will consider prior to and during their Long Range Planning Retreat in San Antonio.

If there has ever been a time when your comments and suggestions might matter, this is it. If you have ever been dissatisfied with or appreciative about something in ITAA, this is the time to let us know. If you have ever wished things could be different, this is your opportunity to make it happen. I look forward to hearing from you.

Ellyn Bader, PhD, is the President of ITAA

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Expert on International Organizations to Work with Board

In formulating plans for the special Long Range Planning session to be held in January, the Board decided to hire an outside consultant who has experience with international organizations to advise and work with the trustees around options developed by other groups for successfully serving members worldwide. The goal in hiring someone from outside the organization is to get feedback from someone who is as objective as possible, who does not have loyalties or alliances to certain segments of the membership, and who comes with no pre-set solutions.

Frank Edwards, the consultant chosen, is Vice-President and a member of the Board of Directors of Louis A. Allen Associates, an international firm of management consultants and education specialists. In his more than 18 years with them, he has served clients on four continents in both the public and private sectors. Educated in England and the United State, Frank completed graduate work in philosophy and psychology and taught at the University of Chicago. Previous positions include editor of a national trade publication, marketing research manager for Fry Consultants, and director of marketing for the Whirlpool Corporation. Among the organizations Edwards has consulted for are physician, dental and religious groups.

The following conversation between Edwards and Public Information and Professional Relations Committee Chairperson Pete Pearson highlights some of the background and ideas that the former brings to his work with the Board.

Peter Pearson - Frank, what are some of the problems you have found to be common to international organizations?

Frank Edwards - Probably the most common problem I find is that, in a group of professionals who theoretically have the same credentials, varying lifestyles and levels of skill create considerable disparity. Often techniques vary in relation to local conditions and this produces differences of opinion and ideology leading, sometimes, to intolerance of others' viewpoints. So, while an organization may look rather homogeneous on the surface, closer scrutiny reveals some wide variations.

I think one of the most important first steps is to develop some healthy, mutual respect for one another both as professionals and in terms of differences in lifestyle. When you put international groups together, levels of affluence for members of the same profession can vary greatly from country to country. This begins to affect the ability of some to travel or to stay in fancy places. So, while there is a common interest bringing people together, the differences in language, the level of resources and status and rewards offered in a given country, all call for a great deal of dialogue and a reasonable degree of what I call accommodation. I think it is important to avoid a Brahman mentality in which we know and "they" don't and to cultivate efforts to learn from and share with one another.

Pearson - In terms of various rates of compensation for like services rendered in different countries, what do you have to say about the problem of setting membership fees?

Edwards - One option is to learn from both large and small associations which set fees as a percentage of earnings based on some proportional scale. Professionals are encouraged to see membership as a business expense and to identify themselves as falling within a category of earnings. A pro-rated membership fee can then be developed which does not discourage those who are less affluent and which gives those who are better off a fee that is still affordable. This kind of arrangement avoids the problem of a fee which is, for one person, the price of two good dinners and, for another, the equivalent of a whole week's salary.

Pearson - How do you respond when members want to know what they are getting for their dues, especially as the fees go up?

Edwards - I have a rather strong belief that association members want things they don't need, need things they don't want and don't know the difference. However, from my perspective, there are four primary things they do need. First, they need to keep up with the technology, to understand whatever the state-of-the-art learning is in their particular field. Second, and I think even more important, is the need of members to market their services, to communicate to people in a way which is not necessarily promotional, but educational. Third, professionals need to learn to manage so that they are more capable of working with employees, using outside services such as secretaries and consultants, and even of relating usefully with each other. Fourth, members usually need to learn more financial savvy in order to keep and utilize more effectively the money they earn.

So, beyond clinical skills, I think members most need to learn marketing, management and financial skills. I believe that, if an association can provide access to group education or consultation in these areas, it can significantly change the world of professional practice.

Pearson - My final question has to do with implementing action plans in organizations. What is your method of identifying problems, generating solutions and then getting them implemented without either going through enormous struggle or having people just discount the plan entirely?

Edwards - A couple of mechanisms seem to work well in organizations. One is to have a strong, competent executive director or some kind of permanent staff. It doesn't have to be extensive, but they do have to provide continuity and direction. Another is task forces; while I am not fond of committees, an ad hoc task force which self-destructs when its mission is accomplished functions as a kind of mini-organization put together for a very specific purpose. I think if you provide the administrative coordination, get some strong volunteer leadership, and clearly define the goals and activities necessary to reach the goals, you develop a process moving toward some given event. If you let the staff do what it does well, the volunteers do what they do well and you don't exhaust any one individual, you can then bring some major activities to term with valuable results for the organization.

Pearson - Thank you for sharing some of your insights on the ins and outs of working with international organizations. I am sure your input will be very helpful when you meet with the Board in January.

Edwards - Yes, I hope so too. I think the long-range planning process your Board is undertaking is a challenging one, but I am also confident that it will pay off enormously in terms of the future of the ITAA as an international association.

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MEMBERS FORUM

Amnesty Workshop A Huge Success

Dear Editor:

As one of the ASPAT (Swiss TA Association) Hosts for the 1984 Summer Conference in Villars, I was very happy to have been able to help with the coordination and fund-raising for Amnesty International's "Campaign for the Abolition of Torture."

Thanks to the initiative of Fanita English, this great and truly wonderful ITAA-EATA Conference was, very appropriately, closed with a "Day of Social Consciousness" on July 1.

In addition, throughout the conference an Amnesty table installed in a strategic corner of the hotel gave people a chance to sign petitions for the three "Prisoners of Conscience" adopted by the Swiss section of Amnesty. They were also able to familiarize themselves with the aims, activities and philosophy of Amnesty — an international organization which guilty and defensive governments and politicians unjustly accuse of "politicization" — through written material provided by the Swiss group and Amnesty headquarters in London.

Fanita's "Day of Social Consciousness" thus became, not only a very moving, but also a very successful event. By then, several hundred signatures had been obtained on petitions asking for the release of the three prisoners and more than 8000. Swiss Francs were collected (about $3500 U.S.).

During the workshop itself, people told about their personal involvement with torture and their work in social action activities. Some of them had tears in their eyes as they described their experiences for the first time in public; others had tears flowing down their cheeks as they listened. And all pledged support for this torture campaign which has, already, become a worldwide challenge to almost every government and to each human being's awareness.

This support coincides with Amnesty International's philosophy that one person's social consciousness and active involvement, multiplied by the billions of people on the Earth, is a power that can move the mountains of indifference and the rocks of human oppression.

Thus, Fanita's "Day of Social Consciousness" became a highlight of the Villars conference, although she intended it to be entirely independent. However, I know she also wanted it to be a powerful appeal for humane social awareness and action and that's what it was. Therefore, it was hardly surprising, although warmly welcomed, when ITAA President Ellyn Bader suggested that such a social action workshop should become an integral part of each international TA conference.

I want all your readers, including those who were at the workshop in Villars and those who were not able to join us, to know how deeply appreciated the efforts of those who organized and contributed to this event are and will continue to be. I particularly want to mention the Amnesty headquarters in London and the Swiss section of ASPAT and the Geneva and Monthey groups of Amnesty who provided the written material. I also want to say a special thank you to Mme. Joie, who spent her afternoons and evenings collecting signatures and money and informing the curious about Amnesty's "Campaign for the Abolition of Torture."

Yours sincerely,
Fritz Scherk, SFM
Amnesty Workshop Treasurer

Dear *Script:*

The special workshop on "Consciousness Raising for Social Action" held immediately after the Villars Summer Conference proved to be an extraordinarily heartwarming event with very concrete results benefiting Amnesty International's work against torture and oppression.

This workshop, inspired by a similar one organized by Mary Goulding last summer as a benefit for Mother Jones Magazine, had a three-fold purpose: 1) to raise money for Amnesty International; 2) to enhance our sense of being an international TA community whose members care about what goes on in the world; and 3) for us to emerge with renewed zest for whatever social causes we are concerned about.

Along with meeting these goals, an important result of the workshop was the initiation of international networks organized around specific social concerns. The networks include:

1. Amnesty International Campaign Against Torture
2. Amnesty International Urgent Action Appeals for Prisoners of Conscience
3. Persecutions - Asylum and Sanctuary Procedures
4. Oppression and Violence
5. Power and Powerlessness
6. Peace Activities
7. Nuclear Danger and Responses
8. Psychological and Social Issues
9. Child Raising and Parent Issues - "Our Ultimate Investment"

Unfortunately, due to space limitations, I am unable to list here the names of the people in each network. However, if you are interested in receiving a copy of the list of names for a particular network, contact Mary Anne Kubel, Tromm 25, 6948 Kocherbach, W. Germany. These lists make it possible for all members of the TA community who have particular social action concerns to make contact with others who share their interests and to combine with them for mutual information, support and/or action. It is my hope that some of these networking activities will continue throughout the year and that various international bonds, beyond those which are purely professional, can be established among TA people.

Although they did not speak in the order which we originally planned, each member of the program was able to address the workshop participants in some meaningful way. Here is a partial list of those who spoke:

- **Fritz Scherk** gave poignancy to the Campaign Against Torture by describing his own experiences of being tortured at the close of World War II. In addition to the physical pain, he described the psychological torment of being locked up in the dark in his own excrement and the total disorientation about time and self that ensued.

- On the issue of personal testimony, but from a very different perspective, **Gisella Kottwitz** talked about personal investment in setting up asylum procedures from Germany and **Jean Clarke** and her husband, **Richard**, described the courageous risk-taking of those who have set up sanctuaries in the United States for escapees from South America.

- **Kristyn Huige** took personal action by adopting two children from Latin America and going through the personal daily struggle of seeking to compensate for the terrible scars left on these children by the violence they witnessed.

- **Pearl Drego** gave us a model of how she used her professional role and knowledge of TA to balance out some oppressive experiences of village girls in India. She also contributed a creative idea: she offers free training to students who are willing to give free time to such oppressed girls. This idea was picked up by Christina Matenaar of Germany, who decided she would offer free training to students who would then donate time to special causes.

- **Ingrid Knuth** told the humorous story of how she and three other women worked with persistance and craftiness to get the necessary permits to hold a "freedom chain" demonstration in Germany at the time of the DGTA (German TA Association) conference.

- **Isabel Filliozat**'s presentation represented an exciting combination of TA and social consciousness in France.

- Similarly, **Isabelle Crespelle** shared how she works to inspire her students in the area of social consciousness and how she provides appropriate information, such as details about Amnesty's Campaign Against Torture.

- **Denton Roberts** ran a "sub-project" about what he calls "A Gentle Path to Peace." He generously donated 150 copies of his book, *Able and Equal* and badges with connecting hands which represent how we can all join together for the purpose of peace.

As I relive that marvelous day, I wish I could mention each presentation and every person who had a part, either directly or indirectly, in making it so special. Besides the additional presenters I have not mentioned here, there were many more people who helped by making posters, sending greetings and messages of support, picking up the "torch" to organize similar meetings at other conferences, lending their names to publicity efforts, serving as translators during the workshop, and providing essential background work such as arranging for rooms, microphones, and publicity. All of them deserve kudos for their roles in making the event such a success.

While there are many people not listed here who deserve specific recognition, I want to thank each of them personally for giving me a sense that, even though there are so many horrible things happening in the world, there is also so much concern and love ready to express itself. These are people who show that, as good TA people, we don't limit ourselves to playing "Ain't It Awful"; we look for ways to be effective.

In her role as President of ITAA, Ellyn Bader gave us an electrifying permission: if we have future such meetings at conferences, *they may be listed as part of the program, within the time frame of the main conference.* Hurrah!

So, I end my letter with a hope, or rather, a challenge. You, the readers of the *Script*, how about following up on Ellyn's permission? Pick up the torch from Mary Goulding and myself — let's have a fund-raising social action workshop at each conference. Let whoever organizes it be self-selecting (as Mary and I were). Let that person choose the cause for which they want to raise funds. And let that person organize the workshop in such a way that we will continue to have the opportunity to network with one another about social issues that concern us.

Eric Berne set a precedent with regular items in the *TA Bulletin* on "George, Our Orphan in Greece," to whom members of the small TA community at that time were contributing support. Now we are bigger and world problems are larger, too. We can't afford to sink into despair or passivity. So, I look forward to attending the next Social Consciousness workshop, organized by one of you who is reading this now.

With love,
Fanita English

Open Letter to BOC Chairperson

Dear Vince (Gilpin):

I want to thank you and all the BOC members for the hard work and time spent in coming up with the new regulations for the ITAA membership categories. I also appreciate the willingness of the BOC to listen to what we had to say at the BOC Forum in Villars and to postpone the new presubmission requirements for oral exams (such as case presentations, tapes and transcripts) until January, 1986.

At the meeting of non-clinical people in Villars, mention was made that some of these regulations are illegal in certain countries. If the BOC has not done so already, I would appreciate it if you would request that such discrepancies be brought to your attention by people from countries where problems like these exist.

Caricias lanuditas,
Gloria Balbona
International Coordinator of
Non-Clinical Applications

Dear Gloria,

Thank you for your generous strokes. The BOC is concerned about maintaining high standards of competence in the practice of Transactional Analysis in all regions of the world. The guidelines are intended to insure the preservation of these high standards, but certainly not at the risk of violating the law in any country. Local laws must supercede the guidelines where both are in conflict.

We rely on the BOC Advisory Counsel as well as all TA practitioners around the world to bring such conflicts to our attention so that they may be handled as exceptions, where appropriate, or so that the guidelines may be revised.

Thank you for writing to me about this matter I would appreciate hearing from you further if you have any specific case in mind.

Warm Regards,
Vince Gilpin
Chairman, BOC

Summary of Board Minutes June, 1984

New Board Member - after the resignation of trustee John James, Peter Pearson was elected to complete the remaining two-year term.

Connector Committee - the Board approved a Committee recommendation to have a Newcomer's Breakfast at every future conference. This is an important opportunity to help first-time conference goers and new members feel welcome and included. It is also a time when they can meet each other and ITAA "veterans" in a relaxed atmosphere.

The Board also supported a recommendation to have a full schedule of activities in the Connector Room at conferences.

New Script Editor and Committee Named - the Board approved Pam Levin as the new Editor for the newsletter and Pete Pearson, Marilyn Sponza, Carolyn Baker, Bill Krieger and Vi Callaghan as members of the *Script* Committee.

New Charge for Education Committee - the Board approved the following charge for the Committee:

Our charge is to encourage the use of TA in education and to collect and disseminate data about:

1. Ways in which TA is used in educational settings, formal and informal.
2. Educational institutions in which TA is taught and by whom.
3. Research being done on TA in education.

Additions to Membership Directory - the Board supported the idea of finding a way to include areas of interest of ITAA members in the next ITAA Membership Directory. They also approved including in the Directory the ITAA By-Laws, the Professional Practices Guidelines and the Statement of Ethics.

Acknowledging Long-term and New Members - ITAA now has 1,335 members who have been in the organization ten years or more. A six-month study of membership recruitment efforts revealed that personal contact and sponsorship are the primary reasons why individuals join the Association. In acknowledgement of this fact, efforts have begun (such as a listing in the *Script*) to recognize new members and their sponsors. The central office is also working to reduce mailing delays as a means of better serving both current and potential new members.

Regionalization of Trustee and President-Elect Election - regionalization of the Board of Trustees was approved in August 1981 and reconfirmed in 1983. In order to design election materials which will reflect the regionalization process, the Board decided on the following distribution of positions for the 1984 election:

Region	Now On Board	To Be Elected
I (Pacific)	0	1
II (Canada)	1	0
III (Europe)	4	1
IV (Latin/Central America)	1	1
V (United States)	10	5

All Regular Members Allowed to Vote - with the recent change in membership categories, the question arose as to whether all Regular Members should be allowed to vote immediately, including those who had been required as Associate Regular Members to wait for three years before voting. The Board decided to allow all Regular Members to vote, regardless of their length of membership, since they felt this would foster a feeling of full participation and involvement. This move was seen as a valuable step in membership recruitment and retention efforts.

Treasurer's Report - at the time of the Board meeting, ITAA was in good financial shape, with a first-quarter surplus for 1984, in spite of earlier expectations of a budget deficit for the quarter and the year. However, continued inflation and rising expenses would result in a deficit budget for 1985 and so the Board approved a dues increase of $5 per category except for TM's, who will be charge an additional $10 a year. (See Treasurer's Message, October 1984 *Script*).

Membership Development Committee - Judy Barr, the co-chair of the Committee offered special thanks to the central office staff, particularly Megan Englander, for help in developing the new membership brochure.

Membership Maintenance Committee - networks are now active on a local level. Their tasks include contacting lapsed members, welcoming new members, and producing a network newsletter.

The Board also approved the Committee's request for a block to be printed in the *Script* listing up-coming TA conferences around the world. (See October *Script* and page 6 of this issue.)

Editorial Board - in order to allow the Editorial Board and Editor more time to consider nominees for the Eric Berne Memorial Scientific Award, the deadline for nominations has been moved from sometime in the Spring to a date prior to the Winter Congress (December 31 for this year).

Villars Kudos - the Program Committee commended all the people who worked so hard to make the ITAA—EATA Summer Conference such a success. Particular thanks was given to Jenni Hine, on-site Conference Coordinator; Eleonore Fawaz-Kamber, President of ASPAT (Swiss TA Association); Laura Boyd, ITAA-EATA Joint Conference Coordinator; Rosanne Lawson, ITAA Program Committee Chairperson; and Jenni's husband Mervyn Hine, who worked with great dedication on this conference.

Ad Hoc Committee on Joint Conference Sponsorship - the Committee was formed to establish criteria and guidelines for holding jointly-sponsored conferences. So far, ITAA has held joint conferences with the Latin American TA Association (ALAT) and the European TA Association (EATA). In addition, the 1985 Summer Conference will be co-sponsored with the Canadian TA Association (CATA).

The Committee suggested that ITAA co-sponsor with multi-national, national or local organizations as long as a viable plan for co-sponsorship can be worked out. Any group interested in making a proposal to co-sponsor may contact the ITAA President or administrative office for a list of procedures.

New Co-Chair for Program Committee - Brenda Bary was appointed as the Co-chairperson of the Program Committee.

Future Sites - the Board approved Orlando, Florida as the site for the 1986 Winter Congress (January 9-12) and empowered the Executive Director to choose an appropriate hotel. Lois Johnson will serve as local host for this Congress and was commended for all the work she has already done in preparation for the meeting.

Additional sites approved are:
Winter 1987 - Pacific Area
Summer 1987 - Europe
Winter 1988 - Latin or South America
Summer 1988 - Eastern or Midwestern USA

The Board also reconfirmed their support for holding the Summer 1985 Conference in Toronto, Canada at York University, which was chosen because it offers a low-cost site with facilities that offer the potential for developing a high degree of "togetherness" among conference participants due to the university setting.

Background of the Board of Certification (BOC) - at the request of the Board of Trustees, Bill Cornell presented the following historical report on the Training Standards Committee (TSC) and the BOC.

The BOC was formed in January 1982 by the Board of Trustees to be responsible for all examination and certification standards and procedures. Until that time, the TSC had a dual charge: exams and training standards, with exams always taking precedence. Training issues, difficulties with sponsors, standards, and other matters did not receive the attention they merited because the TSC was overwhelmed with exams and procedures.

1982 was a time of transition: the BOC was developed and geared up and the TSC ran exams. At the 1982 Summer Conference in Snowmass, the BOC videotaped two oral exams. The tapes were reviewed and judged by larger groups, with the goal of developing exams which were more easily quantifiable.

At the 1983 Winter Congress in Mexico, exams were taken over completely by the BOC, with some assistance from the TSC. At the 1983 Summer Conference in Oakland, the BOC ran its first Examiner Training Workshop. By the summer of that year, the training and exam functions were entirely separate.

The BOC has written examination manuals and is working to design, update and refine exam procedures, including eligibility requirements and international certification standards. A BOC Forum (Advisory Committee) has been established to provide a means by which members can have input into the BOC and its decisions.

The ITAA is a member of the National Commission of Health Certifying Agencies (NCHCA) and the BOC manages the membership application (paperwork) on behalf of the ITAA Board of Trustees.

The BOC charge at this time is to develop written exam manuals. When asked to clarify why the BOC was formed, Cornell offered three reasons: to maintain ITAA's non-profit tax status by getting the organization out of the credentialing business; to maintain ITAA's objectivity by removing it from the exam process; and in order to free the TSC, which had been handling both exams and training, to concentrate on issues related to training.

The TSC does the following: outlines the TA 101 introductory course content; develops the written exam and the supervision review; develops training curricula; puts on conference workshops; and works on continuing education. The TSC is no longer involved in exams. It is now looking at the quality and consistency of training as provided by and for the members.

NCHCA Membership - ITAA's Provisional Class-A Membership in the National Commission of Health Certifying Agencies has been extended for one year. Since Class-A membership is the highest level in NCHCA, the extension reflects the fact that our exam process meets the highest standards of NCHCA. In order to complete requirements for Class-A membership, studies of the exam process are now required. These psychometric studies will judge fairness and reasonableness of the pass/fail levels and reliability and validity of each form of the exam.

Training Standards Committee - the Board commended Marilyn Zalcman, Chairperson, and the TSC for their hard work and dedication. Marilyn was formally commended for the work she did in developing the Training Endorsement Workshop, including preparing materials and organizing the event. In addition, formal commendations were issued to the TSC and the BOC.

The old Provisional Teaching Member Workshop (PTM Workshop) has been restructured and is now called the Training Endorsement Workshop. The plan is to have TEW's at all future ITAA conferences.

In recognizing complaints, especially from the European community, of the misuse of the PTM status for prestige and authority, the Board charged the TSC to examine means of reviewing, limiting or terminating an individual's PTM status.

Ethics Committee - the Board has been considering the legal ramifications of 1) whether or not the Ethics Committee can hear an ethics charge while litigation is pending, and 2) whether or not a member's benefits should be suspended while an ethics charge is pending.

An opinion on these matters was obtained from ITAA attorney Ernest Fox which is summarized below.

1. It is up to the ITAA to decide whether or not to hear the ethics case. If there are criminal or civil cases pending that involve issues related to an ethics charge, the Ethics Committee shall review the circumstances of the charge and determine whether to suspend its proceedings until the law cases are resolved, or to proceed with a hearing in accordance with its rules.

In making this determination, the Committee shall consider the following:

- the opinion of the person charged
- the best interests of ITAA
- any other matters deemed relevant by the committee.

Fox concurred with the Board's decision not to suspend rights while a charge is pending. If the situation appears to need handling sooner, the Committee should expedite the hearing or at least have a preliminary hearing and take appropriate action. However, any suspension of benefits should not be an automatic act.

Development Fund Committee - the Development Fund is pleased to announce that it has received pledges from 14 Board of Trustees members totalling $49,100. The average five-year pledge is $3500. In addition, more Board members have indicated that they intend to make pledges, bringing

the level of Board participation to 60%. The Committee's consultant indicates that this level of support is excellent.

The Committee is ready to move on now to the next step, which is to ask the Board to participate in fund raising. A fund raising manual has been written and the goal is to raise $1.5 million. If that goal is reached, $5,000 a year will be available to spend on projects as a result of interest earned without touching the principal. On the recommendation of the Executive Committee, the Fund Distribution Committee has been charged with developing specific guidelines, procedures and criteria for use of the funds.

Staff Appreciated - the Board commended the entire staff for their work on the Villars Conference, particularly Jackie Ward-Flaggs for her work at the conference site.

Outgoing *Script* Editor Peter Pearson went on record as highly commending Robin Fryer, ITAA Publications Coordinator, for her work on the *Script*. He said she has done a great job working with the expectations and demands of a great many people in getting the newsletter produced.

Public Information and Professional Relations Committee - Chairperson Peter Pearson reported that a member, Robert Korpolinski, is very concerned about out-of-print TA books and is looking into what might be done to remedy this situation.

The Committee conducted a study of conference attendance which showed the following as primary reasons why people attended the Villars conference:

1. Professional development
2. See old friends
3. See Switzerland and combine conference with vacation
4. Make new friends
5. Increase professional network.

The results showed that social needs are more important than information needs, highlighting the importance of not losing members by letting them fall through the cracks. They also suggest the importance of choosing attractive conference sites.

Long-Range Planning Committee - Rosa Krausz was approved as the new Committee Chairperson and she reported that a new three-year long-range planning form has been developed to provide a means by which committee chairs can learn what other committees are doing. These will be filled out and then revised yearly to take into account what has been done and any new directions that develop.

Nominating Committee - Chairperson Jeff White reported on the slate of nominees for Board of Trustees and President-Elect (see August 1984 *Script* for full list and page 8 of this issue for election results). He indicated that he had tried, but was unsuccessful, in finding a European who was willing to run for President-Elect.

International Relations Committee - the Committee presented a plan for a proportional reduction of fees by country based on the cost of an hour of therapy in each country. However, the full implications of the plan had not been considered and so the Board did not act on it.

Professional Practices Committee - a plan is being developed clarifying advertising policy for members in training. The point was made that PTM is not a membership category and that levels of training must not be used in advertising. The Board passed a resolution stating that members may advertise only by membership category, not by training category. It asked the Committee to develop a clear statement that members can use in publicity to show they can do accredited training and supervision.

New Ad Hoc Committee on Use of TA in Organizations - Gaby Ferreira was approved as Chairperson of this newly formed Committee, which was charged with promoting the use of TA in organizations and with collecting and disseminating information about:

1. Ways in which TA is used in organizational settings, formal and informal,
2. Research being done on TA in organizations,
3. Different structures developed to teach and supervise TA trainees and practitioners, and
4. Different models and programs being used to apply TA in organizations.

Lenhardt Resigns - Trustee Vincent Lenhardt announced his resignation from the Board due to health reasons. He stated that he is very happy with the progress made over the last year and that he is very appreciative of ITAA President Eilyn Bader's part in internationalizing the Association as well as the welcoming attitude of the ITAA towards Europeans. The Board gave Lenhardt its highest commendation and thanks.

Additional Kudos - the Board expressed thanks to those Trustees for whom this was the last meeting: Richard Abell, Gloria Balbona, Graham Barnes, Patricia Falzett, Lucy Freedman, Lois Johnson, Maria Gilbert and Bill Krieger.

The Board also commended ITAA President Ellyn Bader for her hard work, beautiful management, encouragement of efficiency, humaneness, attention to legal details and consistent attention to the international community.

Call for Trustee/Officer Nominations

The Nominating Committee is currently accepting nominations for Board of Trustees and officer candidates for the 1985 election.

Since the President-Elect is being chosen in 1984, the remaining officers to be elected next year include: Vice-President, Secretary and Treasurer. There will also be eight additional openings on the Board of Trustees.

If you want to place a name in nomination, please contact the individual you are nominating to confirm their willingness to serve if elected and then send the individual's name to Nominating Committee Chairperson Jeff White, 17 Lifford Road, Floreat Park 6014, West Australia.

The **deadline for nominations is April 1, 1985.**

Nominations Open for Eric Berne Memorial Scientific Award

ITAA members are invited to submit nominations now for the 1985 Eric Berne Memorial Scientific Award. The award was established in 1971 to honor and perpetuate the memory of Eric Berne's scientific contributions.

The deadline for nominations is December 31, 1984. This will allow the Editorial Board time to consider all nominations at their meeting during the Winter Congress in San Antonio in January.

Ballots will be mailed by April 1, 1985 and must be returned to the ITAA office by July 1. These dates have been chosen to allow adequate time for all ITAA members around the world to vote.

The award is given to the originator of a scientific concept. Each recommendation must include a one- to three-line statement showing how it qualifies as new theory and is thus eligible for the award. Please also include the nominee's name and the publication reference.

We welcome and encourage the nomination of worthy candidates for this award.

Rebecca Trautmann, RN, MSW
TAJ Editor

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

Give the Gift of TA This Holiday Season

Having trouble thinking of gifts for all the friends and relatives on your list?
Do you know someone you would like to see become a member of ITAA?
Want to help ITAA grow in the New Year?
Then, give an ITAA subscription or membership to someone special!

Subscription - $30. Benefits include a year's subscription to the *Transactional Analysis Journal* (published quarterly) and the *Script* newsletter (published nine times a year).

Affiliate Membership - $45. This is a general interest level membership which indicates support for the humanistic goals of ITAA. Benefits include a year's subscription to the *Transactional Analysis Journal* (published quarterly), the *Script* newsletter (published nine times a year), a membership directory, reduced conference registration, group life and health insurance options (for USA members only), and car rental discounts.

To announce your special gift, the ITAA will send a holiday gift card from you to each person you sign up for a subscription or membership. In addition, if you request it, we will also send information about membership categories leading to possible certification in TA.

So, don't delay — this year, give the gift of TA!

1. Send a: _____ Subscription ($30) _____ Affiliate Membership ($45)

To: _____

Name _____ Degree

_____

Address

_____

City/State/Country _____ Postal (Zip) Code

2. Send a: _____ Subscription ($30) _____ Affiliate Membership ($45)

To: _____

Name _____ Degree

_____

Address

_____

City/State/Country _____ Postal (Zip) Code

From: _____

Payment Options

1. _____ Check enclosed; total amount: $_____. Please note: Payment must be in USA dollars drawn on a USA bank.
2. _____ Bill my chargecard. Signature: _____

Mastercard: expiration date _____
Number above your name and all digits: _____-_____/_____/_____/_____

Visa/BankAmericard: expiration date: _____
Card number: _____/_____/_____/_____

September New Members

New Member	Sponsor
Roxanne Barksdale, MSW	Olin Hamrick
Delores Benedict, MA	Karen Clausel
Susan M. Beyerlein	—
Guy Boiron	—
Craig S. Boly, PhD	Claudette Hastie-Beahrs
William E. Densmore, MA	Bob Goulding
William Edwards, MDiv	Vann Joines
Margaret Faris, PSW	Mary Goulding
Raschi Giampiero, MD	Wilfredo Galliano
Virginia Holstein	M. Taylor Bach
Suzanne Keller, PhD	Richard Erskine
J. Ralph Marshall, MEd	Mary Goulding
Doris M. Mason, MSW	Mary Goulding
Greg McGeer, MSW	Bruce Loria
Bruce P. Mockridge, MSW	William Cornell
Mary Jane Moore, MA	Mary Goulding
Reese Price, PhD	Robert Goulding
Steve Schneider, MA	—
Doris Schwartz	Suzanne Dunn
Shane Smith	Gail Broadie
Ulla Wiklund	Arne Derefeldt

TA Conferences Worldwide

November 2-4, 1984: Fourth Australasian TA Conference, Sydney, Australia. Contact: Acey Choy, PO Box 52, North Ryde, NSW 2113, Australia.

November 25-30, 1984: Primer Congreso Conjunto, IPAT-INPPARES, Lima, Peru. Contact A. Horna, Av. de la Emancipacion 549, Lima, Peru.

January 4-8, 1985: Eighth Indian Transactional Analysis Conference, Bangalore, India. Contact: Hank Nunn, 445/A, 3rd. Block Koramangala Lay-out, Bangalore 560 034, India.

January 9-12, 1985: ITAA Winter Congress, San Antonio, Texas, USA. Contact: ITAA, 1772 Vallejo St., San Francisco, California, USA 94123; phone 415-885-5992.

March 17-22, 1985: Southeast Institute Conference, Myrtle Beach, South Carolina, USA. Contact: Chellie Joines, 103 Edwards Ridge, Chapel Hill, North Carolina, USA 27514; phone 919-929-1171.

May 3-5, 1985: Third Annual Renewed Mountain States TA Conference, Salt Lake City, Utah, USA. Contact: Laura Root, 3568 Eastwood Dr., Salt Lake City, Utah, USA 84109.

May 1985 - Brazilian TA Congress, Salvador, Brazil

June 24-29, 1985: Primer Congreso Peruano AT, Lima, Peru. Contact: A. Horna, Av. de la Emancipacion 549, Lima, Peru.

July 7-13, 1985: Eleventh Annual European TA Association Summer Conference, Barcelona, Spain. Contact: Avda. de Madrid, 133-1 Barcelona, Spain; phone (3) 330-44-27.

August 7-11, 1985: International Transactional Analysis Association-Canadian Transactional Analysis Association Joint Summer Conference, Toronto, Canada (York University). Contact: ITAA, 1772 Vallejo St., San Francisco, California, USA 94123; phone 415-885-5992.

January 1986: International Transactional Analysis Association Winter Congress, Orlando, Florida, USA. Contact: ITAA, 1772 Vallejo St., San Francisco, California, USA 94123; phone 415-885-5992.

August 1986: International Transactional Analysis Association Summer Conference, San Francisco, California, USA. Contact: ITAA, 1772 Vallejo St., San Francisco, California, USA 94123; phone 415-885-5992.

1986: Federacion Espanola de Asociaciones de Analisis Transaccional Conference, Alicante, Spain.

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM) Oral Exams	November 11, 1984 January 10, 1985 March 16, 1985 August 8, 1985	Brussels, Belgium San Antonio, Texas, USA Myrtle Beach, South Carolina, USA Toronto, Canada	August 10, 1984 November 30, 1984 December 17, 1984 May 10, 1985
Level II (CTM/SFTM) Oral Exams	November 11, 1984 January 10, 1985	Brussels, Belgium San Antonio, Texas, USA	August 10, 1984 November 30, 1984
Level I (CM/SFM) Written Exam	November 9 or 10, 1984 March 8 or 9, 1985 July 12 or 13, 1985 November 8 or 9, 1985	Location to be announced Location to be announced Location to be announced Location to be announced	August 9, 1984 December 7, 1984 April 12, 1985 August 8, 1985
Training Endorsement Workshops	January, 1985 July, 1985 August, 1985	San Antonio, Texas Barcelona, Spain Toronto, Canada	October 12, 1984 April 3, 1985 May 15, 1985

* Please contact Jackie Ward-Flaggs at the ITAA headquarters for more information. All fees are due by the application deadline. All exam fees are non-refundable, but will be kept as credit in your account (except for 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.

Non-Clinical Members Meet in Villars

At the first meeting of people interested in the non-clinical aspects ot TA, which was held during the 1984 Summer Conference in Villars, Switzerland, the members in attendance decided that the purposes for the formation of this group are:

1. To promote the honoring of all TA applications.
2. To collect and transmit information for the Board of Certification and the Training Standards Committee.
3. To collect names and addresses of non-clinical members by way of area convenors who would then pass them on to over-all convenor Gloria Balbona.
4. To energize by sharing information.
5. To be the voice and representative of this network group to the ITAA at large.

Among the non-clinical areas mentioned were organizational, group leadership, leadership styles, quality circles, personnel administration, union negotiation, counseling, adult education, law, ministry, health-related professions, social work and business, and creative therapy (which may be clinical).

Participants of the network indicated they would appreciate the following:

- training program standardization
- areas of specialization defined
- relevant questions for exams
- taking non-clinical people into consideration *before* requirements are sent out
- bibliographies for different subject areas
- dissemination of information through *The Script* and the *EATA Newsletter*.

To facilitate the gathering of information about non-clinical aspects of TA and members who are interested in this topic, national convenors are available to serve the following areas:

Britain - Archie Mills
Portugal - Gaby Ferreira
Switzerland - Madou Sauvant
France, Monaco, Netherlands and Italy - Tineke Einthoven
Quebec and Canada - Ginette Ayache
West Germany - Norbert Nagel
Belgium - Pierre-Jean De Jonghe
USA (temporary) - Jean Clarke
Mexico - Emma Zuili
Norway - Yolanda V. Torgersen
Japan - Yoshitaka Moronaga

Gloria Balbona, the International Coordinator for Non-Clinical Applications of TA, would like to receive information from anyone who is willing to share what he or she is doing in applying TA to a non-clinical field.

You can either write to the convenor for your area listed above or, where there is no convenor, contact Gloria directly. If your area does not already have a convenor and you would like to serve in this capacity, Gloria would be delighted to hear from you.

In addition, she would like to receive from all convenors lists of both non-clinical members who are active and those who are not active in their countries so that efforts can be coordinated with the Membership Committee on membership retention and development projects.

Another issue of concern is that no non-clinical member has ever received or been nominated for the Eric Berne Memorial Scientific Award. Gloria urges all non-clinical members to consider presenting a non-clinical contribution for nomination for this important award. (See page five of this issue for information on the nomination process.)

In the future, this group will serve as a clearinghouse for information about non-clinical applications of TA and as a group representing the concerns of members in these fields. If you have information to share, let one of the convenors hear from you!

Gloria Balbona

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Fee is $400, not including hotel and meals, which will be very reasonable. A deposit of $200 is required for reservations. For more information, call Muriel at 415/283-2352 or Mary at 408/722-6948.

*Just after ITAA Winter Congress January 9-12, 1985, in San Antonio.

****

PLEASE REGISTER ME FOR LOVE AND POWER, January 13-18, 1985:

Enclosed is $200 deposit for each registration: $_____

Name(s)_____

Address_____

City_____State_____Zip_____

Day Phone_____Evening Phone_____

Mail either to Muriel James, Box 356, Lafayette, CA 94549, or to Mary Goulding, 262 Gaffey Road, Watsonville, CA 95076.

SUMMER 1985

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July 26-Aug. 4, 1985—Comparative TA Theory and Oral Exam Preparation

This ten-day advanced workshop is an in-depth comparative review of Transactional Analysis theory and is taught to provide a thorough understanding of how various TA concepts and viewpoints are integrated in practice. The workshop is designed for people taking their ITAA/BOC Level I & II (CM & TM) written or oral examinations in the coming year. We will provide an opportunity to review therapy tapes, clarify theoretical concepts and take a mock oral examination.

Aug. 5-11, 1985 ITAA Conference in Toronto, Canada

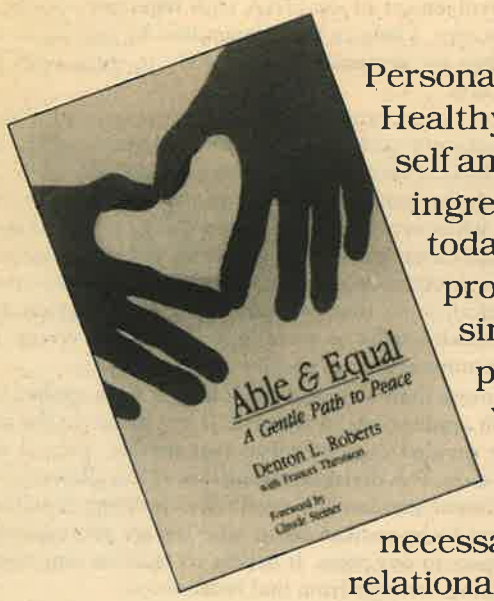
Aug. 14-23, 1985—Integrative Psychotherapy Workshop

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 each workshop—tuition, room and meals included
(Both workshops $1900—$90 discount)
Deposit: $195.00 for each workshop: non-refundable
Location: Near New York City—The Old Chestnut Inn 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



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Unprecedented Second Ballot in ITAA Election

All ITAA voting members should have already received a second mail ballot for the election of the office of ITAA President-Elect, and for the Board of Trustees Region V fifth Board seat. The second ballot was mailed on October 12, 1984.

The results of the first election were unprecedented in the history of the ITAA. There has never before been a need for a second ballot.

After the first mail ballot was completed, but before the results were in, the ITAA administrative office had a report from the Canadian TA Association Council indicating that many Canadians did not receive ballots. According to our records, 3543 voting members were included in the labels mailed on July 30, 1984; however, according to mailing service records, only 3443 ballots were mailed. Further investigation indicated that of the 121 Canadian voting members, up to 100 may not have received ballots.

Three attorneys, including the Chairman of the Bylaws Committee, were consulted, and also the back-up of a majority of the Executive Committee was sought. The consensus was that a second election balloting should be conducted.

We are happy to report that for Regions I through IV, and for the first four Board seats in Region V, each winning candidate won by a margin greater than 100. However, for the position of President-Elect and the fifth Board seat, the margin was less than 100 votes. For President-Elect, the candidates were five votes apart!

Clearly, this margin of five votes shows that a second election for the position of President-Elect and fifth Region V Board seat needs to be conducted. By the same token, all other candidates won fairly, and have been informed of their election.

This unprecedented near-tie election for the office of President-Elect points out the importance of each member's vote in the selection of the next President, and thereby the future direction of the ITAA. What you want does make a difference, so please vote. The ballot statements for the President-Elect candidates are reprinted below. The results of the second ballot will be available on December 14, 1984.

Newly Elected Trustees

Region I (Pacific) - Michiko Fukazawa
Region II (Canada) - no positions open this election
Region III (Europe) - Jenni Hline
Region IV (Latin/Central America) - Gloria Noriega Gayol
Region V (United States) - Mary Goulding, Alan Jacobs, Denton Roberts, Rebecca Trautmann

Second Ballot Candidates

President-Elect: Lucy Freedman
Les Kadis
Region V Fifth Seat (one opening):
Bruce Loria
Marilyn Marx
Marjory Zerin

Are You Listed Correctly?

Our ITAA International Membership Directory, with alphabetical and geographical listings of members and their membership categories, is being updated for the coming new year. Please help us improve it by checking to see that your name, address, phone number and membership status are listed correctly in the 1983-84 Directory. Contact the ITAA office by **February 28, 1985** with any changes you have for the new 1985-86 Directory.

President-Elect Statements

Lucy Freedman
MA, (CSFPTM)





Les Kadis
MD, (CPTM)

My decision to run for President-Elect of ITAA at this time of possibilities is an inspiring experience for me. Having served as a Trustee, Chair of Long Range Planning, co-convenor of the World Integration Committee, member of the Board of Certification and member of the Social Action and Membership Committees, I have been concerned with many aspects of ITAA's development. I believe it is time for TA people around the world to communicate and listen to each other; to use the principles and tools of TA to create win-win relationships and maintain high standards of practice and teaching in all settings where TA is applied; and to learn from each others' understanding in a world hungry for peace and cooperation.

I want to serve ITAA as President-Elect and then President because I have experience, skills, and commitment that are especially important to the organization's well-being at the present time. The Board of Trustees has made a commitment to work out a plan for formally defined relationships with other TA organizations by the summer of 1986. For this to be a successful process, it must not be one-sided or biased. I would see my term as an opportunity to bring people together, to foster constructive exchange, and to develop clear contracts between ITAA and those it serves.

I have worked as a clinician and as a consultant to organizations in communication and change since 1973. Whether within one person, a family, a therapy group, a business, or a government department, healthy change has relied on clear goals, flexibility and responsiveness to the situation.

The ways I will work for mutual benefit within ITAA include the following:

1. Make use of the preparatory year as President-Elect to establish channels of communication with TA people throughout the world, to learn what people are perceiving as the issues, and to identify a team of people that is both representative and responsive for continuing the long-range planning process begun by the present administration.
2. As President, convene meetings of delegates from all TA organizations at each major conference.
3. Clarify the purpose/operations of the BOC and its relationships with TA practitioners and organizations.
4. Continue to find effective and timely means of communication across great distances and language differences.
5. Promote creativity and mutual exchange, both professionally and organizationally, by a variety of avenues, such as co-sponsored conferences, research projects, educational activities, interaction with other professional disciplines, and support for local networks.
6. Seek a balance between local autonomy and worldwide linkages and standards of excellence.
7. See that ITAA is managed with sound fiscal, legal and organizational practices.
8. Invite I'm OK - You're OK, nurturing, clear, fun transactions.

Besides ITAA, I am a member of the National Association of Women Business Owners, the Association for Humanistic Psychology, and the American Society for Training and Development. I was born in New York and grew up in Levittown, New York and Dayton, Ohio. I graduated from Radcliffe College with honors and received my Master's in Teaching from Harvard Graduate School of Education. In addition to my clinical practice, I am now President of Affective Education Systems, a training and consulting firm with offices in Washington, DC and California.

ITAA has grown tremendously as an organization in recent years. And, we are still involved in a long process which is designed to allow us to be a truly international organization in which all of our members, whether individuals or organizations, can play an active part. In spite of these important steps, the professional recognition for TA that we all want, that will help us be more effective in implementing changes with people, organizations and social structures, has eluded us.

In the past, we believed that recognition would automatically follow as we spread the word about TA. Not so. We, ourselves, know that TA works, but we have not demonstrated its excellence to enough of our peers and that, to my mind, is our next task. The ITAA, as an organization, can facilitate the research that will demonstrate our excellence, which can support the dissemination of that information and which can help us take our place with our peers. As President, I will encourage and support new research, improved communication with other disciplines and the active involvement of the ITAA with regulatory bodies in every country. I believe that recognition by our peers will come when we demonstrate more fully to them what we have to offer.

Professional recognition is both an international and an interdisciplinary quest. To be an international organization that is relevant, we need a structure for the ITAA which incorporates the needs of all ITAA members, wherever they live and whatever their membership status. I fully endorse the current direction of ITAA, becoming a "federation." But, to be effective as a federation will require more timely communication so that geographically distant voices can have as much impact as more centrally located voices. Effective communication is another of my priorities.

TA is more than a clinical discipline. It is an applied science with applications in many different areas. In the past we have divided ourselves into two worlds, clinical and special fields. This division has hurt us. It has allowed us to have different standards of excellence operating simultaneously, and to be unclear about who we are professionally with respect to our peers. It is time to redefine our science and to gather strength from that redefinition.

As President of ITAA, my motto will be excellence, my goal will be professional recognition for TA in all of its applications throughout the world and my plan will be for ITAA to be a facilitator of this goal wherever people practice TA.

I have been a member of ITAA since 1978 and have served as a member of the *TAJ* Editorial Board, a member of the Board of Trustees, Chairperson of the Public Information and Professional Relations Committee and the first Chairperson of the Board of Certification. I received my MD from Albert Einstein College of Medicine in New York and did residencies in anesthesiology at Bronx Municipal Hospital and in psychiatry at Stanford University. I am currently Clinical Professor of Psychiatry and Behavioral Sciences at Stanford University and Assistant Clinical Professor of Psychiatry at the University of California Medical School in San Francisco. I am a Fellow, American Psychiatric Association and a member of the National Commission of Health Certifying Agencies. I am married and have two children.

I am excited by the possibilities for our future and want to be an active part of it.