

PROPOSALS TO THE B.O.T. 2010 VOTE
GUIDELINES FOR COMMITTEE CHAIRPERSONS
By Stephen Karpman TSTA ITAA

GENERAL COMMITTEES. PROPOSAL ONE.

ITAA Principles of Representation:

I propose that the ITAA appoint a committee to draft these ITAA Principles of Representation to include the four: Access, Responsiveness, Transparency, and Accountability; this to be distributed as guidelines to all current and new committee chairpersons and staff. The supporting information follows:

1. Access: That a member can search with ease on the new user-friendly ITAA website the a) topic they want to comment on, b) be directed to the name, photo, some history, and email address of the correct person to contact, c) know how to contact them, and the d) time frame, form, or template needed to submit their strokes, suggestions, requests, or complaints. e) for greater sense of welcome and access, the ITAA website should include a new pull down menu with the inviting word "Suggestions" for the membership, separate from the traditional impersonal "Contact Us" used for outsiders.

2. Responsiveness: That all chairpersons with courtesy and appreciation reply within ten days, and keep their schedule free enough to be able to do that. The response should deal with the value of the topic offered, state what will be done, and when the follow-up will be known, and how. There should be a caution noted to avoid the discouraging "automatic no" of finding what is wrong with it, why it cannot be done, and why it has to be postponed. The styles of distancing and unavailability will be outlined.

3, Transparency: The ongoing processes of the committee should be "open book" and transparent. When a question arises there needs to be a demonstration of cooperation. If a requested follow-up has not happened, a second request is appropriate and a satisfying explanation then will be forthcoming. The committee should cooperate with any oversight committee that may be looking for additional information and this information may be published in the Script and the ITAA website. Transparency protects the organization against destructive favoritism, monopolies, and exclusions.

4. Accountability. Following basic ITAA principles, the committee shall make an open contract with the ITAA officers and members of what their mission is, how they will proceed, and how the successful goal would be measured. The names of committee members and resources should be published on the ITAA website and easily found. The committee needs to report twice a year in the Script of their progress and results, and then ask for further member suggestions which can then be published in The Script and on the ITAA website. This accountability and interaction enhances membership worth and involvement in the ITAA.

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TO ALL COMMITTEES. PROPOSAL TWO.
ITAA Principles of Operations.

I propose that the ITAA appoint a committee to draw up recommendations and guidelines to insure member's faith in the transparency and fairness of management; this document to be distributed routinely to current and incoming committee chairpersons and staff. I propose that they be made aware of the "Members Bill of Rights" below that was passed in the 1980's by the B.O.T. The title was and changed during the meeting for legal concerns and officially renamed "The ITAA Principles of Operations." The printed copy should be presented as is below to retain the visionary spirit of the original proposal, alongside the result. The supporting information follows:

ITAA PRINCIPLES OF OPERATION ("MEMBER'S BILL OF RIGHTS")

1. (PRINCIPLE) RIGHT OF REPRESENTATION. The principle that individuals and groups may exist, be included and have a voice and a vote.
2. (PRINCIPLE) RIGHT OF DIVERSITY. The principle that people may grow through fostering differences in thought, belief, ideas, political orientation, philosophies, policies and other structures.
3. (PRINCIPLE) RIGHT OF DISSENT. The principle that people may oppose, differ, contradict, and be heard.
4. (PRINCIPLE) RIGHT OF GRIEVANCE. The principle that a process of redress for complaints and objections be available.
5. (PRINCIPLE) RIGHT OF PROTECTION. The principle that people be safeguarded and secure during and as a result of open expression of individual/group ideas and actions.
6. (PRINCIPLE) RIGHT OF FAIR PROCESS. The principle of an open, just, straightforward, equitable, and supportive system of clear rules, procedures, methods, and selection processes.
7. (PRINCIPLE) RIGHT OF INFORMATION. The principle that people be informed through regular, timely reporting of, and free and open access to, the news, policies and records of the organization.
8. (PRINCIPLE) RIGHT OF SPEECH AND EXPRESSION. The principle that people may communicate and be heard through equitable availability to the press and podium and other communication media of the organization.
9. (PRINCIPLE) RIGHT OF ACCOUNTABILITY. The principle that people may expect timely, reliable, and responsive fulfillment of contracts and commitments.

10. (PRINCIPLE) RIGHT OF REPUTATION. The principle that an individual may have his/her personal integrity, character, honor and good standing affirmed in all communications, both private and in public.

11. (PRINCIPLE) RIGHT OF APPRECIATION. The principle that an individual and group efforts and authority be welcomed, acknowledged and respected.

12. (PRINCIPLE) RIGHT OF ENJOYMENT. The principle that people may have pleasurable activities and include pleasure and satisfaction in all matters pertaining to organizational participation.

Submitted by Member's Rights Committee ca. 1985, Stephen B. Karpman, M.D., Chairperson.

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GRIEVANCE COMMITTEE. PROPOSAL ONE.

I propose the establishment of an ITAA Grievance Committee. This could be named a Complaint Committee, or an Arbitration Committee. This would serve as a first step for routine First and Second Degree disagreements, without the lasting consequences of the Ethics Committee. The supporting information follows:

a) The current Ethics Committee is an inappropriate "first step" as listed because ethics charges are by nature Third Degree because they are legally a black mark reportable to all professional, malpractice, licensing, insurance and other Parent organizations, no matter what the final resolution is. The ITAA as listed offers a subsequent referral to a lesser level of arbitration, but that does not cancel the requirement of reporting the Ethics Committee first step it to the Parent organizations listed above. The person taking someone to a reportable Ethics Committee could even possibly be sued for slander and damage to their professional reputation. That would not be the case with a simple Grievance Committee.

The negative consequences apparently were never researched by the ITAA in advance nor were the possibilities of permanent enemies and membership dropouts compiled. Because of a member's reluctance to take a dispute to Third Degree, the problem does not go away and often results in disgruntlement and dropouts. Also the Ethics Committee requirement for secrecy, which demonstrates the seriousness, takes away a stressed person's use of their support system when they need it the most.

Because of the seriousness of an Ethics charge, usually a criminal matter, the two sides will line up in painful wars over many months and years, expensive legal battles, and sure dropouts for both sides - and taking their friends out of the ITAA along with them. Many of us know of those stories. A compassionate new structure without consequences needs to be established for routine complaints.

b) This addition of a new committees and the reasons why need to be publicized to the members so someone in anger doesn't take the tempting ITAA invitation to take their adversary directly to Third Degree, with the real damage discovered in a surprise switch later. The instructions to "go to the Ethics Committee first" meets the requirements of a setup and switch of a game played on the members. A judge in court will usually try arbitration first. It could be seen as unethical to use the Ethics committee as the first step in simple First and Second Degree matters, but currently no other option is offered.

c) The pros and cons of the B.O.T. discussion of this and the vote count needs to be put on the website for Transparency and Accountability but not necessarily include the speculation of legal issues mentioned.

d) The Grievance Committee needs to abide by the General Committee Proposals One and Two, describing their organizational openness in their methods and processes of Access, Responsiveness, Transparency, and Accountability but maintaining the individual and personal privacy that will be appropriate and requested of that committee.

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PROPOSALS FOR THE NEW ITAA WEBSITE:

I propose that the committee in charge of the pending construction of a new ITAA website will study and incorporate the ideas mentioned for committee openness detailed in my other 2010 proposals for their specific committee needs, and include some suggestions here and from the B.O.T

1. APPEARANCE. Keep it attractive and user friendly, and not a dizzying style of "Broadway Lights" found on confusing websites. If a member gets lost in a maze of digital traps, they can go right to the "suggestions" menu and report it for prompt handling, then return to browsing.
2. SUGGESTIONS. A pull down menu specifically for members called "suggestions" or "member suggestions" be installed, leaving the distant vague "Contact Us" to be used for outsiders. This "suggestions" welcome mat fills the requirement for Access and an open door Responsiveness. Members and officers can easily post evaluations and replies, now a common practice on websites.
3. BY DUTY. There should be a clear path to find the officer who is responsible to answer your question or suggestion. Then it should display the name of their ITAA position, what it does, some history on the position and who the person is with photo, and their goals for the committee. Comments on the subject are invited and easily viewed and replied to by the member or the officer.
4. BY PERSON. For cross-reference, one should be able to look up an officer by name and find out about them and what they and their committee do, and link directly to the feedback chat pages available, as suggested above.
5. FEEDBACK. Actively solicit feedback. Place a progress note twice yearly in The Script and actively request feedback. Post their feedback in the next Script, then if you post your replies, it gives you another chance to gather new ideas and to repair some unnoticed and unavoidable glitches, mazes, and traps common to websites. Get feedback from other ITAA members by email or at meetings, and record them all along with the members feedback. Keep a good notebook of suggestions. Good luck and thanks.

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PROPOSAL FOR THE ITAA BOARD OF TRUSTEES. PROPOSAL ONE.
Gathering Feedback.

I propose that the new and continuing members of the B.O.T. routinely be given the COMMITTEE PROPOSAL ONE "The Principle of Representation" defining the member need for Access, Responsiveness, Transparency, and Accountability; and the COMMITTEE PROPOSAL TWO reaffirming the mid-1980's passage by the B.O.T of the "Principles of Operation" (originally written as the "Members Bill of Rights"). The supporting information follows:

a) A place on the ITAA website needs to be established for reporting of the business of the B.O.T., easily found, and with more detail than formerly, so that a member can know what the B.O.T. arguments were, pros and cons, how the final vote went, and then either be satisfied, make comments, or see the loopholes so that they can re-submit proposals. The B.O.T. can respond to these comments and welcome more comments, keeping the flow of information going smoothly between all hierarchies of the organization.

b) Cautions of procedural B.O.T. errors must be noted from past experiences of the B.O.T. Member were frustrated with Access, complaining of inability to locate a person or the exact correct person to present their case. If they found a representative, there were complaints in getting neither their point well argued nor receiving any follow-through - a lack of Accountability. Usually they quit after not finding someone to present it for them. The current solution of sending it all to Ken at the ITAA office seems to solve that, but others may still want to use a friend on the Board which may not work either.

From my eleven years on the B.O.T., I compiled the following satire (page two below) several years ago that has been widely copied throughout the internet from my website and used in business coaching. For each step listed I have many actual examples. These are easy for business and organizational game analysts to identify with.

If not sent as is, I propose that it each step be rewritten as ten positive guidelines to reduce the barriers of a top/down hierarchical system. The list describes an unintentional "glass ceiling" that eventually causes member disaffection, drifting, and dropouts from frustration and lack of involvement with the leadership. I'll print the download link to the original on my website and I'll also print it out below that on page two.

http://karpmandramatriangle.com/pdf/BOT_final.pdf.

**GAMES COMMITTEES PLAY. MURPHY'S LAW FOR CORPORATIONS:
THE TOP TEN REASONS YOUR PRESENTATION TO THE BOARD OF TRUSTEES WILL BE UNSUCCESSFUL
By Stephen B. Karpman**

THE RULES:

1. YOU WILL NEVER KNOW THE RULES. THE B.O.T. ALWAYS MAKES THE RULES AND REGULATIONS IN THEIR FAVOR. RULES ARE SUBJECT TO CHANGE AT ANY TIME WITHOUT PRIOR NOTICE. NO MEMBER CAN POSSIBLY KNOW ALL THE RULES AND PROCEDURES. IF THE BOARD SUSPECTS THAT THE MEMBER KNOWS ALL THE RULES, THEY MUST IMMEDIATELY CHANGE SOME OR ALL OF THE RULES. THEIR MEETINGS WILL BE INFREQUENT AND IN REMOTE LOCATIONS. YOU WILL NEVER BE INVITED.
2. YOU WILL NOT GAIN ACCESS. IF YOU HAVE A HELPFUL AND WONDERFUL IDEA, NO ONE WILL ENCOURAGE YOU. IF YOU KEEP TRYING, MORE AND MORE PEOPLE FROM FURTHER AND FURTHER AWAY WILL ENTER THE PICTURE TO DISCOURAGE YOU. IF YOU FINALLY ARE TOLD HOW TO SUBMIT A PROPOSAL, THE INFORMATION WILL BE INCOMPLETE, FAULTY, OR BURIED IN AN OBSCURE CORNER OF THE COMPANY WEBSITE. ALL OF THE NAMES OF PEOPLE TO CONTACT WILL BE STRANGERS TO YOU. THEIR EMAIL ADDRESSES WILL BE OUT OF DATE. THE PERSON TO APPEAL TO WILL BE UNREACHABLE. THEY WILL BE TOO FAR ABOVE YOU IN THE CHAIN OF COMMAND.
3. PAPERWORK REQUESTS WILL BE TOO BURDENSOME. IF YOU SOMEHOW MANAGE TO BREAK THROUGH THE "FLOW CHART CEILING," YOUR GOOD IDEA BY ITSELF WILL NOT BE ENOUGH. THE REQUESTS FOR PAPERWORK WILL BEGIN, AND IT WILL BE BURDENSOME. YOUR CONTACT WILL FIRST INITIATE A GAME OF "PLEASE SUBMIT TWENTY COPIES IN TRIPLICATE BY LAST WEEK" IN ORDER TO STALL YOU. THEY WILL ASK YOU TO ADDRESS THEIR IRRELEVANT QUESTIONS INDICATING THAT THEY DID NOT READ WHAT YOU SAID. THIS GAME OF "I HAVE PROPER AND INNOCENT REQUESTS" DROPPED ON YOU WILL MAKE YOU WANT TO GIVE UP AND QUIT, THUS MAKING THE CONTACT'S LIFE EASIER. IF YOU JUST QUIETLY GO AWAY, THAT WILL BE THEIR PAYOFF. IF YOU DO GET THE PAPERWORK DONE, IT WILL BE TOO LATE AND ON THE WRONG SUBJECT.
4. A FRIEND WILL NOT PRESENT YOUR IDEA CORRECTLY. IF YOU FIND A FRIEND ON THE BOARD'S CONTACT LIST TO SUBMIT YOUR IDEA, THEY WILL NOT GET FULLY PREPARED TO FIGHT FOR YOUR IDEA, AND YOU WILL LOSE. YOUR FRIEND WILL SEE IT AS A "FRIENDLY FAVOR" AND ONLY CASUALLY "TRY" TO PRESENT IT TO THE BOARD, AND IT WILL BE EASILY IGNORED.
5. A STRANGER WILL NOT PRESENT YOUR IDEA CORRECTLY. IF THE PERSON YOU CHOSE IS NOT A FRIEND, THEY WILL HAVE NO REASON TO GET FULLY PREPARED TO FIGHT FOR YOUR IDEA. YOU WILL NOT BE ABLE TO MEET WITH THEM FOR A LONG ENOUGH TIME TO SELL YOUR IDEA. IT WILL LOSE AND YOU WILL NEVER FIND OUT WHY.
6. YOU WILL NOT GET ON THE AGENDA. POLITICAL SKILL PLAYERS ARE ATTRACTED TO COMMITTEE WORK AND WORK HARD TO GET VOTED INTO THE INNER CIRCLE. THEIR GAME WILL BE TO MANIPULATE ROBERTS RULES OF ORDER SO THAT ONLY THEIR FAVORED AGENDAS WILL GET HEARD AND WIN. YOUR IDEA WILL NOT BE ON THEIR FAVORED LIST. NO LIST OF ITEMS TO DISCUSS WILL BE ON A WRITTEN LIST OR ON A BLACKBOARD. IF IT IS, YOUR PROPOSAL WILL NOT MAKE IT TO THE LIST. IF IT DOES, IT WILL BE THE LAST ITEM LISTED AND TIME WILL RUN OUT.
7. YOUR IDEA WILL BE UNIMPORTANT. THE BOARD WILL NOT MEET OFTEN ENOUGH TO GET ALL THEIR WORK DONE. YOUR PROPOSAL WILL BE DISMISSED OR TABLED AS UNIMPORTANT. YOU WILL NOT BE TOLD THE REASONS WHY IT WAS CONSIDERED UNIMPORTANT.
8. YOU WILL NEVER KNOW WHAT HAPPENED. IF YOU SEND AN EMAIL TO YOUR CONTACT FOR A FOLLOW-UP, IT WOULD BE TOO TIME-CONSUMING OR BURDENSOME FOR THEM TO BOTHER TO ANSWER. YOUR EMAIL WILL BE FORGOTTEN BY THE NEXT WEEK. YOU WILL NEVER BE TOLD WHAT HAPPENED IN THE MEETING.
9. OTHERS WILL NEVER KNOW WHAT HAPPENED. THE RESULTS OF THE BOARD MEETING WILL NOT APPEAR IN YOUR COMPANY NEWSLETTER BECAUSE IT WILL TAKE SPACE AWAY FROM THE FEEL-GOOD AND PROPAGANDA ARTICLES. IF THE MEETING IS BRIEFLY SUMMARIZED, YOUR IDEA WILL BE LEFT OUT. IF IT IS INCLUDED, PEOPLE WILL BE TOO BUSY TO READ IT.
10. THE BOARD DOESN'T WANT TO KNOW WHAT HAPPENED. IF YOU DISAGREE WITH ANY OF THE MURPHY'S LAWS, YOU WILL BE AVOIDED AS AN ANNOYING AND "CLUELESS" TROUBLEMAKER. IF YOU EXPOSE THE GAME, YOU WILL BE CALLED A "WHISTLEBLOWER" AND PUNISHED. THE BOARD WILL CLAIM THAT THIS COULD NEVER HAPPEN HERE. AFTER YOU ARE OUTNUMBERED AND EXHAUSTED FROM YOUR ATTEMPTS, YOU WILL GET TO REALIZE A TRUTH THAT THEY NEVER WILL REALIZE, THAT "ANY CONTACT WITH THE COMPANY WILL MAKE THEM, STRONGER AND YOU WEAKER," AND, "COMMITTEES DON'T GET THINGS DONE, INDIVIDUALS DO."

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TO THE TRANSACTIONAL ANALYSIS JOURNAL. PROPOSAL ONE.

Whereas Transactional Analysis was established by Eric Berne, M.D. as a scientific organization, it follows that the Editorial Board of the Transactional Analysis Journal is our most important committee and needs to demonstrate the highest standards of scientific objectivity in the fields of scientific literature.

I propose that necessary checks and balances be written into an introductory manual and routinely distributed to all editors and guest editors. This is in order to safeguard theoretical balance among schools and to rise above any suspicion of a monopoly over time by one school over any others, a trend waiting to happen in all scientific societies. There must be a democratically constituted balanced board that can represent each TA school in a fair review process. I propose we study these Six Levels of Oversight:

- a) Oversight #1. Self monitoring. All Editorial Board members and all guest editors shall be given copies of the guidelines in the general Committee Proposals One and Two submitted before the B.O.T. this year, and monitor themselves with those principles of Access, Responsiveness, Transparency, and Accountability as described. They need to accept that they may not be able to evaluate fairly the new theory in certain schools and could negatively judge it by the values of their own school. Some reviewers may be more deeply eclectic than others and need to be forthcoming about their limitations.
- b) Oversight #2. The ITAA and B.O.T. shall also maintain oversight. An ITAA officer may have that as part of the job description. This again insures that over time no future "school" of TA ever can establish theoretical and political dominance over the other schools by way of control of the media. This could happen for instance by selling themselves as the "newer" and the other as the "older" theory, or minimizing the importance of competing schools while offering compelling arguments for their methods, or selecting for publication more of their articles than the others, etc. The Editorial Board may not hand-select their own Board without using a democratically constituted process approved by the B.O.T. The Editorial Board needs to submit these suggested guideline in a manual to the ITAA officer demonstrating Accountability and to the B.O.T. for review and suggestions.
- c) Oversight #3. Membership. The ITAA needs feedback from the members and the authority to monitor complaints. To insure this there must be a convenient section on the ITAA website that encourages member complaints, suggestions, and strokes. The Editorial Board may reply to member's comments and post their own comments. A minimum yearly report in the Script newsletter by the Editorial Board should relay the mood of the members, their criticisms, and their suggestions.

For Access, the Editorial Board will request in the Script Newsletter any additional feedback, then fairly select representative ones for publication to demonstrate Responsiveness. But all feedback replies need to be posted on the ITAA website, un-selected, to demonstrate Transparency. Follow-up plans for changes are then posted by the Editorial Board to demonstrate Accountability. The Editorial Board should also publish their process of how they review articles, which should be easily found on the website.

d) Oversight #4. Author Appeals. When a serious miscommunication happens between the reviewer and the author (who feels that can be proven in a complaint), and no personal exchange is allowed to protect the reviewers identity, nor is communication initiated by the reviewer, there needs to be a mutually agreed on outside "second opinion" offered, and it must be timely so that the article still has a chance to get in the targeted journal, particularly theme issues.

A specific grievance procedure insures fair process. An appeal system is a standard practice in society. In case where "insufficient space" is given as a reason, the Editorial Board must keep posted on the website a review of the variety in the number of pages made available in previous journals. Correspondence with the dissatisfied author can be offered as a way to avoid outside appeal. As an OK-OK organization, we would not copy the distancing methods of the commercial publishing houses.

e) Oversight #5. Grading The Reviewers. The reviewers need to be graded by the authors. As the reviewer grades the author with a standard set of questions, so too the author also has a right to grade the reviewer if they choose to. Grading a speaker is an accepted practice of all ITAA conferences and other psychological society conferences. This is necessary to balance the power and also to remove reviewers of journals and presenters in conferences who regularly do not perform.

At most conferences there is a pre-published form made available and a similar form should be sent to the author along with the reviewers reply form. This could be used for appeals when a wide disconnect is apparent. Extra forms must be available on the ITAA website. On the ITAA website people should know that all these oversight checks and balances are in place and that the ITAA invites oversight. The initial exchange of disagreements can be kept private of course.

f) Oversight #6. Final Member Oversight. When all oversight is unsatisfactory, and the rebuttals are answered unsatisfactorily, and the checks and balances are not working, the member still has the right and the Access to file grievances to the B.O.T. or to post complaints about faulty process on the ITAA website in a detailed and respectful way, as an example of the freedoms of Grievance, Fair process, and of Speech and Expression, among those listed in the twelve ITAA Principles of Operation recorded in submitted Committee Proposal Two.

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TO THE TRANSACTIONAL ANALYSIS JOURNAL. PROPOSAL TWO
Transparency and Accountability.

For the purpose of clarification and oversight we need to know "who's who" on the TAJ Editorial Board. I propose we continue to use the accepted definition of "Schools" to help define the core orientation of each of the editors and reviewers.

a) How to know. Personal declarations would fulfill the requirement. Also what school someone represents may be common knowledge in the ITAA. In another criteria among many, the past writings and teachings of prospective board members will tell whether they represent either eclecticism or a commitment to one school; for instance, one writer in their articles may have many more references to writers representing Freud than to Berne. Another criteria for the next editors would be to recommend anyone writing TA books reflecting professional commitment to all schools, for example in the TA Primers of Vann Joines, Ian Stewart, Leonard Campos, or Michael Brown, and others. The important goal is to avoid further theoretical imbalance in the TAJ. An orientation manual with the new guidelines needs to be written for new editors and those with special Theme issues.

b) A balanced board. I propose that in most cases, there should never be more than two members from one school on the board; a better balance would be to have one member from each school, or have the majority be people who are known to be balanced and teaching all schools. The primary school must be Berne, for balance, to follow twenty years now of relational orientation in our press. We need to listen to the readers of the TAJ who say "Where is the TA?" The articles must have "the look and feel" of a TA article, hopefully using simple language and Occam's Razor to find common denominators for new theory about people.

d) School vs. Approach. The word "School," deep in our TA lexicon, respectfully honors the team of Transactional Analysts who worked together for many years to develop a theory and therapy technique so unique that it formed its own identity and was rewarded for their contributions with an Eric Berne Memorial Scientific Award. The most accepted examples would be that five "schools" would be Berne, Redecision, Passivity, Miniscript (drivers and PTM), and Relational. This is opposed to just an "idea" or an "approach."

There are many possible classifications for a TAJ committee to consider. Using Jungian and Physiological criteria, there may be just two schools:

1. SOCIAL SCIENTIFIC TA. Left Brain. Masculine. Objective. Hard science. Facts. American. Berne, etc. New cognitive-behavioral observable of people and social relationships.

2. REFLECTIVE EXPERIENTIAL TA. Right Brain. Feminine. Subjective. Soft Science. Feelings. Philosophical. European. Freud, etc. Relational office treatments sharing empathy with clients.

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TO THE TRANSACTIONAL ANALYSIS JOURNAL. PROPOSAL THREE
ITAA Website Presence.

I propose that the TAJ have a prominent placement on the new ITAA Website to serve the needs of the membership and communications with the TAJ board. Additional information follows:

a) For Access and Responsiveness to the Membership. The TAJ website should be user friendly and welcome comments and exchanges between members both with each other and with the TAJ board. There will be clear access to sub-headings of each interest, including the EBMA process and past winners. Members would be interested in knowing the process for reviewing new articles and any guidelines used for speeding up communication with the authors, who often are "telephones left on hold" for six months.

There we show our External Apparatus connection to the modern internet as Accountable to our strong membership interest in offering TAJ free articles and ITAA videos that will expand our presence in the scientific community and which will increase membership.

b) For Transparency and Accountability to the Membership. I propose you display a description, photo, and background of each board member, including their theoretical orientation, as requested in TAJ Proposal Two, and an easy way to contact them giving strokes, questions, suggestion, or critiques. Include a place for posting Oversight evaluation requested in TAJ Proposal One, as well as the interests mentioned above.

c) Theme Issues. Also there needs to be mentioned how theme issues are selected. This will include invitations and space for member replies. Members may post that there are too many theme issues favoring one School, and almost none favoring another School. Others should be able to read these critiques. Exchange in the oversight interests of Proposal One shall be available for all to see and comment on..

d) The EBMSA and EBMA winners. These need to be listed prominently including an explanation that needs to be posted for member comments on how it got structured and restructured over time. In particular, it seems the rules changed and the Award is now given for Publicity not Merit; i.e., the new three year waiting period strongly favors the traveling teachers actively promoting their work, while a scientifically brilliant article from three years ago may be long forgotten, although it may have more scientific merit - which is the more important criteria in a scientific organization. I suggest this be re-voted to favor the Nobel Prize system, not the Academy Awards popularity system we now have that favors popular big institutes functioning like big movie studios.

e) Berne. Many of Berne's best quotes can be placed here to remind professionals of what an innovative and important thinker he was. Berne's brilliance for core TA writing that the membership wants needs to be re-stated - of using simple language understandable to an M.I.T. professor, a mid-west farmer, and an 8 year-old child.

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TO THE TRANSACTIONAL ANALYSIS JOURNAL. PROPOSAL FOUR

Remove favoritism and popularity from the EBMA award process.

As originator of the EBMSA award and author of the original scientific guidelines, I propose that there be a removal of two recent changes to the guidelines for determining the new winner of the Award. Additionally, I propose that for each there will be published explanations of how it happened, who did the voting, and what the arguments were pro and con so that they may be openly addressed in a membership rebuttal on the TAJ section of the ITAA website.

#1) THE THREE YEAR DELAY IS FAVORITISM. Although seemingly a good idea at the time - to require three years delay before eligibility - for seasoning and more time to try spread of the idea - the new rule actually has the opposite effect. The new change favors Publicity Awards not Merit Awards. The new three year waiting period strongly favors the traveling teachers who actively promote their work, while a scientifically brilliant article from three years ago may be long forgotten, although it may have more scientific merit. True scientific merit is the more important criteria in a scientific organization seeking respectability. I propose that all arbitrary time limits for EBMA eligibility be removed.

I propose that this now be re-voted to return again to the previous "Nobel Prize system" for core merit with no arbitrary time limits, not the "Academy Awards popularity system" we now have that favors popular Big Institutes functioning like Big Movie Studios.

#2) PUBLISH IN THE TAJ. I propose that the rules be returned to the original requirement that the article to be voted on must be published in the TAJ where all the dues paying membership can read it, and not refer to a book that perhaps 5% of the membership will have bought. There can be no valid vote when the 51% majority of the voters have no copies of the book but are "supposed to" buy it because of rule changes behind closed doors that could even be made by their friends in a worse case scenario. The rule seems set up to force people, some with tight finances, to buy someone's book or not be able to vote. Any subsequent application of the "buy my friend's book" will be challenged and invalidated.

3) Additionally, I propose that the EBMA rules for the selection must be posted prominently on the ITAA TAJ website including:

- a). How the nominees are selected, and the procedures and deadlines posted clearly.
- b). The original rules were that members democratically did the voting. If that has changed I propose that it be re-established. In a world of science, there can be no suspicion that rules are changed behind closed doors by a select few. Post whether members or committee did the voting and what was the vote count.
- c). Later, any proposed changes for voting needs to be posted for member comment.
- d). All the past winners should be displayed prominently to give them the many strokes they deserve. Sometimes there is a two year delay in getting the winners posted. I propose that the new winners are posted within two weeks.

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TO THE TRANSACTIONAL ANALYSIS JOURNAL. PROPOSAL FIVE

ITAA External Apparatus; Internet; Free TAJ articles.

I propose that the ITAA create a new committee specifically committed to step up our involvement in the worldwide Internet by making available free articles from the TAJ, or ITAA, or personal video or video clips that are suitable, including those of Eric Berne and others, for the purpose of increasing our influence internationally and gathering new members and respect. This is an ITAA External Apparatus function. To note:

- a) The first four TAJ proposals submitted here were to help with our ITAA Internal Apparatus. The purpose was to increase membership cohesion and loyalty through improved connections that break down barriers between membership and management.
- b) Now a new Internet committee can focus on strengthening our ITAA External Apparatus by increasing connections to the modern internet. The distributing of free TAJ articles is by far the most popular idea over the past years as witnessed by the many emails circulated on the ITAA-Forum, many relayed to our top officers, and available to the B.O.T. if requested. This will decrease our image of insularity while expanding our presence in the scientific community. Eventually this will recreate a presence for ourselves, we will appear again in more scientific books, and increase our membership. Then the ITAA leadership would be demonstrably Accountable to our membership who wants this greater exposure.
- c) The counter-arguments by ITAA management are well-known, that we sell our articles to make money, and we need to follow the lead of the old school journals that sell theirs, but they never reveal if it is financially worthwhile morally to deprive others who can't afford them. TA was founded for people who think for ourselves, always be original, and not play "Me Too" with old school ways. Some members did a survey that proved that as many journals give away their articles as those that sell theirs.

To repair this apparent ITAA official lack of Responsiveness and Transparency on this issue, I propose that this committee split in two, and the pros collect their data, and the cons collect their data. Those in favor already have collected many names of many reputable journals that give away articles for free in the professional spirit of helping as many people as possible.

I propose too that the ITAA begin debate and make available to the membership our record of sales of TAJ articles, to see if that small amount of money earned can match up to the financial reward of increase in membership and greater professional visibility through spreading our influence.

PROPOSALS TO THE B.O.T. 2010 VOTE
GUIDELINES FOR COMMITTEE CHAIRPERSONS
By Stephen Karpman TSTA ITAA

TO TRAINING STANDARDS COMMITTEE. PROPOSAL ONE.

I propose that the Training Standards Committee receive this proposal recommending a search be made for reactions and suggestions to improve the quality and fairness in the ITAA training processes and make timely reporting to the membership and to the B.O.T. The supporting information follows:

- a) SCRIPT: A once or twice yearly report shall be made to the members in the Script newsletter, reporting on the new concerns raised. This shall be accompanied by a genuine request soliciting additional feedback, a sampling of which may be published in the Letters to the Editor section as proof of Responsiveness.
- b) B.O.T.: The unscreened feedback shall also be reported in a timely manner to the B.O.T. with suggestions requested and noted. This B.O.T. discussion and rulings shall be noted fairly with pros and cons and then entered into the ITAA website for member Access and Transparency. This will demonstrate ITAA Accountability and invite further discussion and involvement in the Responsiveness of the organization.
- c) ITAA WEBSITE. All member feedback shall be recorded in the ITAA website, openly and unscreened. Trainee names can be protected for privacy when requested. The website location must be easily found intuitively without discouraging layers and complexities. A place must be included for members to write new comments on the website for others to read, and that the committee may respond to in accordance with the committee guidelines of Access, Responsiveness, Transparency, and Accountability, noted elsewhere.
- d) BASIC PRINCIPLES. Some issues to be considered for the members training include: Adding Berne's principle of simplicity in language, writing, and theory-making using Occam's Razor used to "Cure Patients Faster" his defined goal of TA. The importance of these foundational principles have not been taught adequately. FYI I recorded them in a 1972 TAJ article and posted on my website:
<http://karpmandramatriangle.com/pdf/abc.pdf>.

In another article, Ian Stewart recommended that the following October 2006 article be required reading to prepare trainees for neo Freudian/neo-Bernian issues in the ITAA. In the final section I warn of the Games Institutes Play to minimize competing theories and control of the media for all the future of TA:
<http://karpmandramatriangle.com/pdf/LostInTranslation.pdf>.

In a recent ITAA-Forum email there was this member's request which is the one most frequently heard for several years. Quoting in response to a request for a B.O.T. formal Proposal, she writes: "I will see if I have enough time to pull together my concerns about the certification process and the ethical conflicts I see in various TA training practices. I welcome any input on this issue."

PROPOSALS TO THE B.O.T. 2010 VOTE
GUIDELINES FOR COMMITTEE CHAIRPERSONS
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ERIC BERNE HERITAGE FUND PROPOSALS.

I propose that the ITAA set aside funds, or pass an intent to help, to complete digitizing the final @50 audiotapes of Eric Berne held in the archival preserved UCSF library in San Francisco. Further information as follows:

The UCSF archival library has no 50 year old tape decks to play the older 7" reels so the tapes lie aging and useless now unless they are digitized. Then someone would be able to go to the library with a laptop and listen to the hard drives and possibly CDs. Professional digitizing companies have all the equipment. We are happy with the one who this summer has just completed remastering the classic first ITAA 101 tape to a packaged set of eleven DVDs.

For financing, I can solicit donations for up to \$2000, or do matching funds of \$3000 each way. \$6000 should cover the costs.

Perhaps this money could come from the ITAA Eric Berne Fund, or a special EBHF Fund request sent out at dues time. Donations at levels over \$300 could have donor names given as museums or other charities do, or however it is handled.

We have a reputable vendor in place who can do it quickly. We have a longtime TA person with expertise who has the time and interest this year to go through the digitized collection. He and I, and possibly Claude Steiner, can sort out what is useful to put on our website or made into CDs to be available for members and researchers.

We need a voting commitment from the ITAA of interest to help as possible.