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## What Is Your TA Work or Idea of Social Engagement?

**T**he ITAA Social Engagement Committee (SEC) webinar took place on 30 October with 69 attendees. It began with SEC chair Gunther Mohr introducing the objectives and relevance of this event. He described how the purpose of the SEC is to represent and consider social and political topics and issues on the background of transactional analysis. Those themes may include sexual orientation, poverty, nationalism, racism, and so on. And although TA is a psychotherapeutic, counseling, educational, and organizational method to support change in client systems, often problems are rooted in sociological or political structures. Past workshops have focused on LGBTQI, ecology, power, and hope and despair in different cultures, and our approach has been to listen to one or two keynotes and then to discuss them.

This time we wanted to give the stage to presenters from TA communities around the world to showcase specific examples of social engagement initiatives combined with TA. Seven speakers stepped forward to share as follows:

1. **Mo Felton:** Restorative practice for transforming conflict
2. **Victoria Baskerville:** Embodiment of intersectionality through TA East
3. **Anna Huschens and Katja Walterscheid:** LGBTQI/human project for refugees project in Greece
4. **Shivali Dixit:** Children on the spectrum
5. **Nancy Liscano:** Charity to support emotional health
6. **Maria Renée Gándara:** Skin deep: nurturing well-being
7. **Janice Dowson and team** sent us a video about The Project TA 101

We are committed to dialogical communication as presented in Figure 1:



**Figure 1. Dialogical Communication**

Participants chose from the seven subgroups in breakout rooms. Presenters had about 10 minutes to describe their work, after which the group shared reflections and dialogue for another 20 minutes. Members of the SEC were part of the breakout rooms and supported the speakers as needed.

When the breakout rooms closed, participants were invited to share

## SCRIPT

**Newsletter of the International Transactional Analysis Association**  
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**Advertising:** Twelfth page: \$50; sixth page: \$100; third page: \$200; half page: \$300; full page: \$400.

Publication of articles and advertising in *The Script* does not imply endorsement by the newsletter, the editors, or the ITAA.

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their reflections. Each of the presenters spoke about their experience of sharing their work as well as the kind of interest that was generated. **Here are some of the comments from the breakout rooms:**

- There isn't a social situation where TA isn't helpful. How much can be contributed to any aspect of social justice? Bit difficult to integrate TA with these events. How can each of us use them in our own small way: small worlds, families, communities, etc. – *Mo Felton*
- Can we actively invite representation? Have people from Gaza, Israel, Russia, Ukraine? How do we keep connections? Keep the "I'm OK, You're OK" alive? How can we learn to "sit in the conflict?" Somebody from my group [said] sorry to someone who is Palestinian. No projection of a monoculture. Moving and painful journey, how do we support each other, undefended, feel the conflict? How do we have painful dialogues? – *Victoria Baskerville*
- Before this, I was alone in my journey in TA in my conflict work. By sharing the work, I'm not feeling all alone. Pleasure to share. – *Maria Renée Gándara*
- Many were happy to share the word. Sign up on the Facebook page. Would like to offer the idea for the Japanese translators to complete their TA 101. – *Keiko Hoshino regarding the Project TA 101*
- The most impressive part for me was the picture of the iceberg. Under the water is still very much about homophobia. Thank you for the discussion about different countries and how this appears in different countries. – *Katja Walterscheid and Anna Huschens*

- Thank you for those who were there. This work is purely compassion driven. Working with people who need support, being the voice of help allows me to do what I do and justify my presence in my everyday work. – *Shivali Dixit*

Participants were asked what they would like to see discussed in future webinars, and the following topics were mentioned: reflections on how things have changed socially, building bridges – how can we connect? Links between aspects of socioeconomic systems, disability and neurodivergence, and creating community and inclusion of disability. Many were significantly moved with the exchanges that took place in the webinar, and many of our committee members experienced intimacy in the breakout rooms and were truly moved by the experience.

**You can listen to the entire webinar on YouTube at:** [https://www.youtube.com/watch?v=\\_5CUTP1Hd4c](https://www.youtube.com/watch?v=_5CUTP1Hd4c).

SEC Committee: *Gunther Mohr (chair), Chitra Ravi, Luca Fornari, Piotr Jusik, Michelle Thomé, and Sashi Chandran* 📺

## Additional Webinar Recordings Online

**Ethics Committee webinar:**  
"From the Intrapsychic to the Systemic: Evolving Ethical Thinking"  
27 October 2022

**Social Engagement Committee webinar:**  
"Hope & Despair: How Do We Conceptualize and Experience Them as Transactional Analysts?"  
4 April 2023

# ITAA, The Professional Association: Next Steps

by Thorsten Geck

**Y**ou cannot see anything—and yet things are happening. After the members approved the new statutes of the ITAA Foundation (formerly the ITAA), **the way was cleared for the establishment of the professional association ITAA.** We have commissioned our lawyers to complete this process, and they will apply to the California authorities on our behalf. As soon as this has been done, various processes will be initiated:

- The members of the ITAA Foundation will become members of the ITAA (professional association) without further action. We will, of course, inform you when this occurs.
- *The Script* will become the newsletter of the professional association.
- We will cancel the IBOC from the C3 and reform it as a committee in the C6. Because IBOC will be transferred to a new owner, its value will need to be measured (and paid for). We have also instructed the lawyers to do this.
- The TAJ will remain in the possession of the ITAA Foundation (C3). We will adjust the contract with the publisher regarding access rights. Members of the professional ITAA (C6) will continue to have access.

- We will launch the new website. Members saw a draft at the AGM. The new website is a portal to reach the professional association, the ITAA Foundation, and the TAJ.

Once the C3 becomes the ITAA Foundation, it will have a smaller board of trustees as follows: president, treasurer, and general secretary. We are looking for members

who are interested in filling these positions. If you are interested, write to us for further information.

**You may not be able to see changes yet, but things are happening!** We are happy to support you on your way to the professional association. If you have questions, please write to [president-ita@use.startmail.com](mailto:president-ita@use.startmail.com)

Thorsten Geck is ITAA President 

## Grants and Scholarships Available

**The ITAA offers a variety of opportunities for individuals and organizations.**

The **Eric Berne Fund for the Future** (EBFF) was established to provide financial support for projects that promote transactional analysis, build unity in the TA community, support professional standards, and for research in transactional analysis. EBFF grants are available to individuals and organizations.

The **Scholarship Grant Fund** (SGF) provides need-based funding for students pursuing certification in transactional analysis. SGF grants are made to individuals for training, dues, contract filing fees, exam fees, conference registration, and workshop attendance. Grants from the SGF are available to members of the ITAA and to students seeking dues assistance to join the ITAA for the first time.

**EBFF and SGF grants are available as fund resources permit.** If you think you or your organization could benefit from either the EBFF or the SGF, you are encouraged to apply. Please see the ITAA website for details and applications: <https://itaaworld.org/ita-scholarships-grants>.

If you have questions concerning the process or applications, please email Michael Harsh, Chair of the ITAA EBFF/SGF, at [imokayurokay@me.com](mailto:imokayurokay@me.com).

# Call for ITAA Board Nominations

The following positions are open for nominations now. **Deadline for nominations:** 27 January 2024 11pm PST (23:00 UTC):

President-Elect (2024–2025)

Vice President Operations (2024–2027)

Vice President Research & Innovation (2024–2027)

Vice President Development (2024–2027)

Vice President Professional Standards (2024–2027)

Treasurer (2024–2027)


Regional Representative, North America (2024–2027)

Regional Representative, Africa/Middle East (2024–2027)

Regional Representative, Latin America (2024–2027)

**Nominations require** the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination (if not the nominee), and the name of two people seconding the nomination (one may be the person making the nomination). Trustees who have served two consecutive terms of office in any position on the board are not eligible for nomination. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available on the ITAA website at itaaworld.org and from nominations chair Rema Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com). Nominees are encouraged to read and understand these and the full nomination/election documents before accepting nomination.

**Send nominations to** ITAA Nominations Committee Chair Rema Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com).

**Those who accept nomination to any of the above positions must** sign the “Rules for Candidates Seeking Election,” which they will receive from Rema Giridhar and are also posted on the ITAA website. They must also email a written statement (maximum of 250 words) and digital photo to Rema as soon as possible and no later than the 27 January 2024 deadline. 

## Transactional Analysis Bulletin Available Online

We are happy to report that the *Transactional Analysis Bulletin* is available and searchable online through the Eric Berne Archive at the University of California San Francisco. These publications, from 1962–1969, were the precursor to the *Transactional Analysis Journal* and offer a fascinating look into the early days of transactional analysis. They include reports from Berne’s early San Francisco Social Psychiatry Seminars; articles by Berne, Steiner, Karpman, and other TA luminaries; news of training and early certification; and much more. This invaluable collection is accessed via one of these links: <https://archive.org/details/transactionalana00chen> (Internet Archive) or <https://calisphere.org/collections/26221/> (Calisphere).

## Important Note About Nominations for the ITAA Board of Directors and the ITAA Foundation Board of Trustees

Individuals who are nominated for the ITAA Board of Trustees by the 27 January 2023 deadline (and elected if the position is contested) will be serving on the Board of Directors of the new International Transactional Analysis Association C6 professional association once it is established. That is, they will govern the C6 as the Board of Directors.

Once the C6 is formed, the Board of Directors (C6) will then appoint the Board of Trustees (C3) for the ITAA Foundation. **We are also looking for interested persons to serve as President, Treasurer, and Secretary for the C3 ITAA Foundation Board of Trustees.** That board will be responsible for administering the ITAA Foundation, including the preservation and maintenance of the historical archives and the funds representing members’ assets. **If you are interested in any of these three positions, please contact the ITAA Secretary** Rema Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com). The guidelines for election to the current ITAA Board of Trustees (soon to be Board of Directors) will also apply to anyone expressing interest in serving on the new ITAA Foundation Board of Trustees.

## Call for Examiners for In-Person EATA Exams in April

Dear Colleagues:

We are delighted to invite you to volunteer to be part of the EATA CTA and TSTA examinations taking place in Bradford, UK, on 17-18 April 2024. At the moment, we are anticipating 20+ CTA candidates and 2 x full TSTA and 1 x TTA candidates. So, your help as an examiner, observer, audience member, and/or supervisee would be much appreciated. We expect to hold the examiners' briefings and training sessions on the afternoon of Wednesday 17 April at 2:30pm BST. This meeting is mandatory for all examiners. This will be followed at 5:30pm BST by a briefing meeting for audience members and supervisees. **To register as an examiner/volunteer**, please complete the google form at <https://forms.gle/kAt1q1CjcWkk88vW7>

The exams will be held at the **Cedar Court Hotel** – Bradford, Mayo Avenue, Rooley Lane, Bradford, West Yorkshire, BD5 8HW, United Kingdom. Susan Arslan (UKATA Conference Committee Chair) has managed to get us some good rates for overnight accommodation. Please see the following link (thanks Susan): <https://www.uka4ta.co.uk/accommodation>.

If you'd like to stay for the UKATA conference, the theme is "Who We Have Been, Who We Are Now, and Who We Will Be Tomorrow – Changing Times in Transactional Analysis." For more info: <https://www.uka4ta.co.uk/ukata-conference>

If, for any reason, you are no longer available as an examiner/volunteer

after you have registered, please let us know as soon as possible.

Your data will only be used for the organization of this exam session.

We look forward to welcoming you to the examinations in April.

Warmest wishes,

Bev Gibbons, TSTA(P), EATA Local Exam Supervisor for CTA Examinations

Cathy McQuaid, TSTA(P), EATA Local Exam Supervisor for TSTA Examinations

## December PSC and IBOC Update

Following on from the recent round of examinations and discussions at our team meetings, we are providing the following updates. First is a handful of clarifications and revisions to the *Handbook*, and second is a note about the use of social media regarding examinations.

### Handbook Revisions

The following amendments have been made to the *Handbook* and are effective immediately. A PSC newsletter will soon be circulated to trainees in addition to this notice.

### SECTION 9.3.3.1 – The CTA oral exam – Selection of examination recordings

- To invite candidates to have the flexibility of presenting their work in the recording in the way that they choose, we have added a point (5th bullet point) in Section B – Content, as follows:

*A cover page giving a brief description of the work to be heard and details of the client or group may be created as supporting material. This is not mandatory.*

### SECTION 11.7.1 – The TSTA Examination – The examination - Introduction

- There has been feedback from examiners that there is inconsistency about what supporting documents are submitted by candidates. We have chosen to leave the responsibility to each candidate as to how they wish to present themselves to the Board — written documents or verbal

## Welcome to New Members

### OCTOBER 2023

Anara Akhmetzhanova, Kazakhstan  
Stephanie Birtles, United Kingdom  
Katie Bonner, United Kingdom  
Amanda Bradley, United Kingdom  
Joaquim Braga, Brazil  
Ana Braidwood, United Kingdom  
Tess Christy, United Kingdom  
Louisa Clarke, United Kingdom  
Zak Dakkash, Lebanon  
Silvia Di Falco, Italy  
Polly Dunlevy, United Kingdom  
James Emanuel, United Kingdom  
Louise Gill, United Kingdom  
Smriti Goel, India  
David Gowling, United Kingdom  
Helen Lee, United Kingdom  
Kieran Mac Feely, United Kingdom  
Irene Massai, Italy  
Doris Merkl-Davies, United Kingdom  
Andrea Mills, United Kingdom  
Lyn Moodie, United Kingdom  
Paul Moon, United States  
Barbara Nannini, Italy  
Iryna Nekhoda, Ukraine  
Silvia Palandri, Italy  
Vani Prasanna, India  
Lisa Rendell, United Kingdom  
Elizabeth Ruffell, United Kingdom  
Kim Siyeon, Korea, Republic of  
Charalambos Soleas, Cyprus  
Alessia Tintori, Italy  
Sladjana Zelic, Serbia

discussion about philosophy and approach. To this end there is a 7th bullet point that reads:

*Any additional documents to support how the candidate presents themselves to the Board (eg, training philosophy, supervision framework, etc.). It is up to each individual candidate to choose to include these, or not, should they prefer to share this in discussion with the Board.*

### SECTION 11.7.3 B2 – The TSTA Examination – The TA 101 teach

- To ensure clarity around the timing of the TA 101 teach and to make it more in alignment with an authentic learning experience, we have changed the process of it being 5 minutes teaching followed by 5 minutes of questions, to:

*The Candidate will have a total of 10 minutes to demonstrate interactive teaching and responding to questions, ensuring that they consistently demonstrate knowledge of the topic received.*

### Social Media and Examinations

**A particular contemporary issue that has been gaining attention this past year or so is the use of social media in reporting on exam experiences.**

Naturally, for some, the instant reaction following the intensity of the exam process is to post news on social media platforms. Where this is celebratory, posting has not been problematic. However, this has not always been the case, and both IBOC and PSC cochairs have been reviewing the impact of individuals posting details of examination processes, and the commenting on those of others, and have been considering both the technical and ethical implications of doing so.

**We remind everyone involved that the exam process is confidential to those engaged in each individual examination.**

**For examiners** (including observers and process facilitators), this means under no circumstances should any comment be posted about a particular examination or exam candidate. **For candidates**, we strongly recommend a similar caution about sharing exam experiences, especially those that are problematic, including commenting on exam boards and referring to individual examiners.

Though exceptional, disclosing details about exams online can have unexpected implications, including, for example, jeopardizing a possible candidate's future appeal process or opening up the potential for initiating ethical concerns by others involved in the exam. We are reluctant to be drawn into developing a policy governing the use of social media and hope that this straightforward reminder may be sufficient to alert all of us about the unintended consequences of publishing a quick post.

*Karen Pratt & Giles Barrow, PSC Cochairs*

*Jacqueline van Gent & Sue Eusden, IBOC Cochairs*

### ITAA Contact Info

ITAA  
2700 E. Foothill Blvd., Suite 209  
Pasadena, California 91107, USA  
626-689-4810

Email: [info@itaaworld.org](mailto:info@itaaworld.org).

## IBOC News

### New CTA & TSTA Onsite Exam Venue 2024

We are delighted to announce that **there will be in-person CTA and TSTA exams in Aotearoa New Zealand on 19 and 20 November 2024 in Wellington**. These will be attached to the Aotearoa New Zealand Transactional Analysis Association (ANZTAA) conference. There is also a TEW planned for 24–25 November if there are enough numbers. Please see the website for details.

### Online Workshops

- **Written exam marking:** The written exam marking workshops have now finished. This started with a survey that went out by email to all markers. From the information we got back from that, we ran six 2-hour workshops led by three of our Regional Exam Coordinators (RECs): Haseena Abdulla, Jr-Earn Karen Lam, and Miek Hehenkamp. There was an introductory session on 26 September followed by a workshop for beginning markers on 27 October. The final workshop was on 9 November for all markers. Each workshop was repeated to increase the accessibility across time zones. On average, 40–50 people attended each day, bringing their experiences, curiosity, and questions.

We are in the process of reviewing these. One outcome that will be produced in the new year will be a guidebook for markers with all of the necessary information gathered along with a summation of the helpful tips that we collected from both the original survey and the workshops. Thank you to all who took part, either by responding to the questionnaire and/or

by attending the workshops and supporting a culture of learning and development together.

- **Oral examiner skills:** We have now run two out of four of these workshops, the first on chairing an exam (19 September) and the second on the ethics of being an examiner (2 November). Both were attended by approximately 40 members. The next workshop (4 December) will be about how to be an examiner in a translated exam. The last workshop (22 January 2024) will be about awareness around cultural differences in exams.

- **Online applications for CTA contracts and written exams:** The IBOC is in the process of making its forms digital. You can now apply for a CTA contract and submit your CTA written exam via the hyperlink <https://iboc.itaaworld.org> or using the ITAA website at <https://itaaworld.org/training-and-certification-transactional-analysis> and clicking on the relevant link, thereby creating an account and using the menu function. Payment will be taken through this online application process. We are still experiencing some hiccups in the new system. Whenever you get stuck, please contact Sarah Lowes ([iboc@itaaworld.org](mailto:iboc@itaaworld.org)), the IBOC administrator, and please have some patience with us while we establish this new way.

All other applications currently need to be submitted via email to the IBOC administrator at [iboc@itaaworld.org](mailto:iboc@itaaworld.org) using the relevant forms. IBOC will then raise an invoice for payment as needed.

Jacqueline van Gent & Sue Eusden,  
IBOC Cochairs 📧

## Award Nominations Sought

**Hedges Capers Humanitarian Award** ❖ **Muriel James Living Principles Award** ❖ **Fanita English Lifetime Achievement Award** ❖ **ITAA Service Award** ❖ **Goulding Social Justice Award**

**Deadline:** 1 January 2024

Send nominations for the Capers, James, Goulding, English, and Service Awards to ITAA Secretary Rema K Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com)

### ITAA Research Award

**Deadline:** 1 January 2024

Send nominations for the ITAA Research Award to committee chair Rosanna Giacometto at [rgiacometto@gmail.com](mailto:rgiacometto@gmail.com)

See the ITAA website at [www.itaaworld.org/itaa-awards](http://www.itaaworld.org/itaa-awards) or contact the ITAA at [info@itaaworld.org](mailto:info@itaaworld.org) for details on making nominations for these awards.

## IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	21-23 Mar 2024	ONLINE	21 Dec 2023
TSTA	21-23 Mar 2024	ONLINE	closed
CTA	3-5 Oct 2024	ONLINE	3 Jul 2024
TSTA	3-5 Oct 2024	ONLINE	3 Apr 2024
CTA	19-20 Nov 2024	Wellington, NZ	19 August 2024
TSTA	19-20 Nov 2024	Wellington, NZ	19 May 2024

## IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	12-14 Apr 2024	ONLINE	closed	closed
TEW	25-27 Oct 2024	ONLINE	25 Feb 2024	25 Apr 2024
TEW	24-25 Nov 2024	Wellington, NZ	24 Mar 2024	24 May 2024
TEW	25-27 Apr 2025	ONLINE	25 Aug 2024	25 Oct 2024

Note: Written exams can be submitted anytime throughout the year.

Please send applications for exams and TEW to the IBOC administrator: [iboc@itaaworld.org](mailto:iboc@itaaworld.org)

For the EATA exam calendar, please refer to: <https://eatanews.org/exams/#coc-calendar> and for the EATA TEW calendar, go to: <https://eatanews.org/ta-training-2/#tew-calendar>

## TA and Culture: How to Account for Culture in TA Work

**O**n 28 October 2023, a 4-hour online workshop was facilitated by Chitra Ravi, Peter Rudolph, and Elena Soboleva, with prior planning with team members Monika Hunziker Hansen (who also translated), and Wolfgang Kausler. The workshop was for interested trainees from their three countries: India, Germany, and Russia. Each of the facilitators announced the event to their training groups and charged a nominal fee so as to avoid complications of international money transfers. During the training, each sentence was translated from English into both Russian and German (the Indians were fluent in English). As a result, the presenters were asked to slow down their speaking, and doing so intricately wove in elements like patience, deep acceptance of the other's context, and subtleties of cross-cultural work. Here is a brief report from the facilitators.

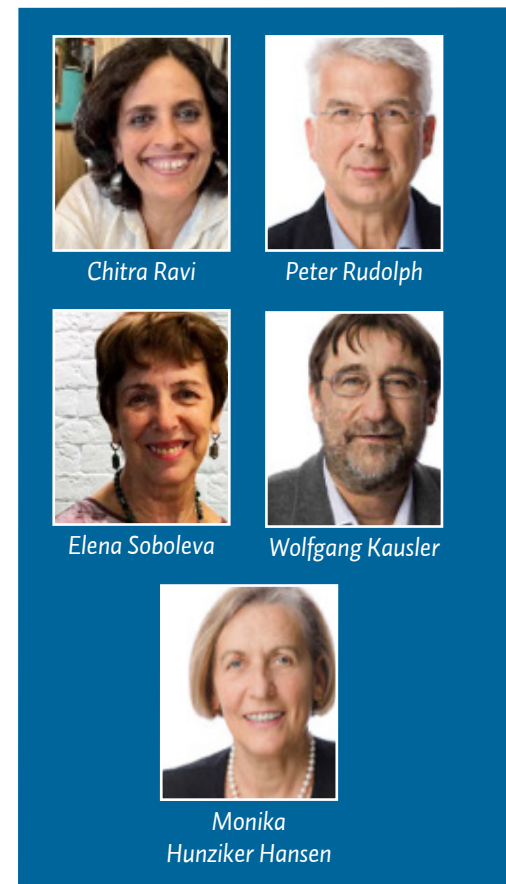
Intercultural sensitivity and intercultural competence were the topics of this joint international training day. TA work in the four fields according to the standards of EATA and the ITAA enable professionals to meet themselves and the other in an appreciative and contract-oriented manner. We understand this process as an encounter of people and cultures. To be able to lead this process effectively, it is useful and necessary,

especially in times of migration and other forms of globalization, to develop intercultural competence.

We do not understand culture as a collection of standards about certain values, norms, traditions, and so on but as a construction by means of which people connect and demarcate themselves. These cultural constructions influence personal identity constructions and are thus consciously and unconsciously part of individual scripts and frames of reference. Thus, intercultural communication in the psychosocial field is about the negotiation of identity—attributions at the level of the personal, social, and cultural identity—whereby the question of damage to personal and social identity in particular also comes into play.

The task of TA training is to support participants in developing a perception of their own cultural imprint as well as the perception and understanding of others' cultural imprints and to shape a discourse on this subject that is supported by appreciation. Thus, it was important to us to bring together trainees from different countries and cultures with different languages and to invite them to meet each other.

After an introduction, we teachers from the fields of psychotherapy, education, and counseling gave short lectures on culture. It was import-



ant to us not to practice an attitude in which we gave a definition as set and the only one that was valid. Our contributions were intended to show that culture can be conceptualized differently and that this conceptualization has an impact on the results we achieve with it.

Elena talked about Yuri Lotman, a Soviet and Russian literary scholar,



**“Intercultural sensitivity and intercultural competence were the topics of this joint international training day. TA work in the four fields according to the standards of EATA and the ITAA enable professionals to meet themselves and the other in an appreciative and contract-oriented manner.”**

culturologist, and semiotician and his definition of culture. One focus was to point out the historical and social depth and roots of culture. “Culture is memory, connected with history, [and] always implies the continuity of moral, intellectual, spiritual life of man, society and humanity. The huge path that has [been] traveled transcends the boundaries of historical epochs and national cultures, and immerses us in one culture—the culture of humanity.”

Peter talked about the model of Hofstede and Hofstede and pointed out characteristics and dimensions of culture and mentioned the function of culture to connect and delineate. Following Geert and Gert-Jan Hofstede, we understand culture “as the collective programming of the mind that distinguishes the members of one group or category of people from others.” Each culture has specific symbols, heroes, and rituals and the center is based on values.

Chitra introduced Pearl Drego’s 1983 model of a Cultural Parent self and the aspects that go into it. The TA method of seeing personality through Parent, Adult, and Child can be applied to the study of a culture as we look at the PAC of the culture through the “ellipses” of Etiquette, Technique, and Character (Berne, 1963, p. 110). The more closed the Parenting process, the fewer will

be the options the child will look for while growing up and the more the child will relive the Cultural Parent program of being oppressed or oppressing. The Cultural Parent is formed in the family and early socio-cultural environment.

After these lectures, participants broke into smaller groups to talk about their cultural background and ask themselves which aspects of culture were difficult for them and which are valuable and worth preserving. It was a time of intensive personal reflection and confrontation with one’s own cultural content and messages as well as with the content and messages of others. It was a coconstructive cultural space.

Participants reported that they had shared about issues central to their lives, including how they dealt with equality and inequality in their dif-


ferent cultures, about the unequal treatment of women in different cultures, how to deal with guilt and responsibility in Germany after the Holocaust, disparities in relation to gender equality, and issues of caste in India. They considered questions about the individual or the community and the values that are associated with it. These were important and touching topics and conversations.

Feedback from participants included comments such as “It’s good that we are having these conversations at a time when war and alienation are so prevalent”; “It was exciting to hear what we said in our own language again in other languages”; “It is good to experience and feel that we are different and also the same—that we are connected in our differences”; “I loved interacting with everyone and it was so beautiful to see the sameness between cultures, the space was equal and respectful”; and “Having participants from different countries and having everyone wait until the translations were over was an enriching experience. Made me feel so proudly different, yet belonging.”

From our point of view as facilitators, this was a good step toward the development of stable intercultural competence. We consider this workshop to be an integral part of TA training and would be happy if this kind of encounter could become a natural part of TA culture.

*Chitra Ravi, Peter Rudolph, Elena Soboleva, Monika Hunziker Hansen, and Wolfgang Kausler*

#### Reference

Berne, E. (1963). *The structure and dynamics of organizations and groups*. Grove Press. 

### Help Needed to Find Research Instrument

Dr. Femina Syed, Academic Dean and Senior Lecturer, IDM Campus, United Arab Emirates, and her team are conducting a research study on transactional analysis. **They need to find a copy of the Transactional Behavior Questionnaire (TBQ) developed by Dr. Tim Brennan and Dr. Mc Cleghan** and described in their January 1978 TAJ article “The Transactional Behavior Questionnaire.” Unfortunately, we do not have a copy of the TBQ, and neither of the authors is still an ITAA member. If you have a copy of the TBQ and/or know the whereabouts of the authors, please contact Dr. Syed as soon as possible at [feminasyed@rediffmail.com](mailto:feminasyed@rediffmail.com).

# Survey About TA 101s in Universities

Dear TA Colleagues,

It was with great pleasure that the Irish Association of Transactional Analysis (TIATA) recently welcomed and opened the international TA trainers' meeting in Dublin, Ireland. It was wonderful to see so many people make the journey



from so many countries, and it was so nice to feel part of a thriving global community with both EATA and ITAA representatives present.

The aim of TIATA is to actively promote all the fields of transactional analysis throughout the island of Ireland. One of the specific strategic goals we have is to offer TA 101s within Ireland and Northern Ireland.

We are aiming to introduce TA 101s to as many universities and higher education institutes in Ireland as possible, building on the great success other national associations have had in achieving this within their own countries. We believe it would be of great benefit to generate a list of all the universities and higher education institutes globally that have provided TA 101 training.

To our knowledge, such a list does not yet exist, so TIATA is happy to take on this mini project and begin to compile the list of universities and higher education institutes. Once complete, we will use this to demonstrate the value of offering TA 101s to Irish universities and higher education institutes, and we will share the list with EATA and the ITAA, who then will be free to share this information with their respective memberships.

If you are aware of a university or higher education institute that provides TA 101 training in your city and/or country, please complete the survey at <https://forms.gle/paFamJA4HnUkUfNu7>

We are always looking to enter dialogue and to give and receive

support in our endeavors while in cooperation with the international TA community. This survey is one of the steps through which we hope to achieve this.

We are grateful for your time and support.

Go raibh maith agat from TIATA

Thank you from TIATA. 🙏

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**3 PEOPLE IN YOUR HEAD** is a not-for-profit social enterprise founded by Matt Taylor and John Fleming with the sole purpose of promoting Transactional Analysis globally. Sponsored by The International Association of Transactional Analysis (ITAA) and The European Association for Transactional Analysis (EATA).

## Remembering Grainger Weston, Benefactor to TA

by Lucy Freedman with Felipe Garcia

One of the most generous contributors to USATAA (now NATAA) and ITAA programs over a generation, **George Grainger Weston has passed away in his hundredth year** at his ranch outside of San Antonio, Texas. Some of us know him as the founder and owner of Frenchman’s Cove, Jamaica, where we have held our winter Gatherings for about 30 years.

Grainger took the TA 101 course led by Felipe Garcia in 1982 in San Antonio and became a strong supporter of the dissemination of TA in various parts of the world. In Jamaica, he not only welcomed us to hold Gatherings, he also sponsored a series of trainings for social workers and educators. These programs led to the development of the TA Practitioner program, which was then offered in Canada and the United States and is now a certificate program through the North America TA Association. People who attended the programs that Grainger sponsored are still learning and teaching TA.

Grainger, who had attended Oxford and spoke Russian, initiated trainings in St. Petersburg, Russia, at a

time when the Soviet Union outlawed psychotherapy. He supported Russians to attend conferences in the US as well as sending to Russia trainers such as Tom and Delphine Frazier, Denton Roberts, Ruth McClendon and Les Kadis, Petruska Clarkson and Sue Fish, and Felipe Garcia. As reported in the last *Script*, on learning that Grainger had passed, Dmitry Kasyanov wrote, “Amazing how one man did such a noble thing—in the right time and the right place!”

In recognition of his contributions, Grainger received the famed USATAA M&M Award in 2011, named after Muriel James and Mary Goulding.

From his obituary, we have learned more about Grainger’s colorful life, strong environmental values, and community support. He lived in many parts of the US and around the world before establishing his Santa Clara Ranch outside of San Antonio, which he grew to 4,000 acres and has been made available for community and youth groups. Grainger has made sure that it is now preserved as a natural Texas landscape in perpetuity.




Grainger lived a full and varied life: from his wartime years in the Royal Canadian Navy, to setting up a biscuit factory in India (where he met and corresponded with Mahatma Gandhi), to starting a cookie company in San Antonio, and at one point owning The Jamaican Queen, a cruise ship, while developing Frenchman’s Cove Resort in Jamaica. He was an innovative entrepreneur throughout his life with a vision for the future. He adopted sustainable practices on his ranch ahead of his time.


Grainger was also a generous supporter of youth sports, arts, and education, including creation of the Weston Soccer Fields, the Caroline Weston Performing Arts Center at Texas Lutheran University, and scholarships for students in Texas, Jamaica, and elsewhere.

*continued on page 12*


*Grainger Weston from page 11*

Once he was introduced to TA, Grainger provided TA training opportunities for his family and staff. Grainger was always interested in learning about TA at the conferences and gatherings he attended. He will long be appreciated for his creative support and friendship to our community. 

## Free Article Looks at Berne's Group Theory in Relation to War

For the October 2023 issue, the free access article is "War: A Transactional Group Analysis" by Keith Tudor. This timely article offers a brief review of Berne's application of group theory to the topic of war. Stimulated by the responses of governments and the governed to the coronavirus pandemic (from 2020) and the invasion of Ukraine by Russia (in 2022), Tudor considers how this specific aspect of Bernean group theory may be used to understand these and other examples of violations of group structure. The article and its analysis are first positioned as a transactional analysis contribution to social psychology. Following this, the article provides a review of the TA literature on war and a brief discussion of group structure and leadership; highlights the six ways Berne identified by which a group's existence can be terminated; and finally, suggests a certain sequence to these processes. We encourage all TAJ readers to read this article and to use this important opportunity to encourage your colleagues and friends to learn more about contemporary transactional analysis. You will find the free-access article from the October issue available on the Taylor & Francis TAJ website. Look for the green checkmark in the lower right corner. 

## Norman James

We just learned that **Norman James, PhD, former ITAA President (1982–1984), died on 22 April 2022 at the age of 83.** Norman was dean of the School of Education, Professional Psychology and Social Work (1991-1994), and professor of professional psychology (1994–2004) at the University of St. Thomas in St. Paul, Minnesota, USA, and did his training in transactional analysis in Carbondale, Illinois. Later he joined the faculty of Saint John's University with a mandate to make the campus community more welcoming to students of color. Norman also had a private practice in counseling and forensic psychology. We honor Norman for his work and his presence both inside and outside of the TA community. 



## 2025 World TA Conference Site Chosen

**Exciting news! Montpellier, France, has been chosen as the site of the next World TA Conference. Hosted by Institut Française d'Analyse Transactionnelle (IFAT), the gathering will take place from 8–10 August 2025 at Le Corum.**



**Details will be forthcoming as soon as they are available, so watch for more news!**

# Understanding Effective and Ethical TA Practice

by Marina Rajan Joseph

**A**s a community, when we are delving deeply into understanding ethics and revisiting our approach to ethics in various areas of TA practice, it occurs to me that it would be a good idea to explore Bernean recommendations on the subject.

## Effective Practitioner

According to Berne (1961), “The ultimate aim of transactional analysis is structural readjustment and reintegration” (p. 224). Thus, an effective TA practitioner is able to make a good diagnosis of ego states in the client, followed by effective interventions to facilitate the required structural changes. Functional effectiveness as described by Berne is “lability of cathexis without defect in ego boundaries” (p. 51).

The next goal for effective practice is to develop skills to move between all ego states appropriately. A good understanding of how the ego states manifest, and awareness of the content and function of one’s own ego states facilitated through personal work, training, and supervision, helps develop good ego boundaries

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and fluency in moving between all the ego states.

In his discussions on “intuitive capability” for effectiveness as a therapist, Berne wrote that this capacity of the Child ego state may be impaired if the “logical” Adult and the “ethical” Parent overpower the Child ego state of the therapist. He hence recommended that both being “logical and ethical” may need to be temporarily decommissioned (Berne, 1977, pp. 161–163). He then explained that sublimating the archeopsychic proclivities is the mechanism by which the practitioner can make intuitive capabilities of the Child ego state available at work.

## Ethical Practitioner


Berne continued to explain that this awareness about the ego states is the same skill that helps their observations in the Child (archeopsyche) with intuitive capacity to be processed with the logic of the Adult ego state and delivered to the client through the Adult programmed Parent (extereopsyche) ego state (Berne, 1977, p. 165), which he referred to as the “rational authority” (Berne, 1961, p. 241). This explanation by Berne seems to me to be a beautiful blend of how as practicing

clinicians, educators, and trainers, authority and caring concern can be balanced in our work. I consider this is what it means to be an ethical TA practitioner.

Having said this, I am also aware that this kind of practice involves not being rigid but varies situation by situation. It may be a good idea if each of us who reads this would use this framework to decipher the ethically challenging situations we face. I also recall that Berne referred to the “ethical Adult” as one who has integrated into their Adult ego state the “ethos” of the “worldwide humanity” (Berne, 1961, pp. 195, 242).

In summary, to be effective and ethical TA practitioners, we need to undergo stringent personal structural analysis, develop awareness of the content and directives in our own scripts, do sufficient practice under supervision, and continue to seek peer supervision after becoming full-fledged practitioners.

## References

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- Berne, E. (1977). *Intuition and ego states: The origins of transactional analysis* (P. McCormick, Ed.). TA Press. 

## Appreciation to Long-Time Members

Below are the names of those individuals who are long-time ITAA members, some of them for more than 40 years. I thank them on behalf of us all for their dedication and loyalty to our global transactional analysis community. The ITAA is a direct membership organization, and we can only move forward on the basis of the continued participation and active involvement of our members. It is particularly important for us to acknowledge and honor the people who stay with us. As long-time supporters, these people have enabled our organization to continue its mission. I look forward to sharing the ITAA's development with them for many years to come.

- Thorsten Geck, ITAA President

### 40+ YEARS

John McNeel . . . . . 7/1/1965  
 John Dusay . . . . . 4/1/1967  
 James Allen . . . . . 1/1/1968  
 Leonard Campos . . . . . 1/1/1968  
 Jonathan Weiss . . . . . 1/1/1968  
 Pamela Levin . . . . . 1/1/1968  
 Richard Erskine . . . . . 9/1/1969  
 Carol Solomon . . . . . 1/1/1971  
 George Kohlrieser . . . . . 7/1/1971  
 Laurie Weiss . . . . . 1/1/1972  
 William Cornell . . . . . 1/1/1972  
 Lucy Freedman . . . . . 1/16/1972  
 Rebecca Trautmann . . . . . 4/1/1972  
 Vann Joines . . . . . 7/1/1972  
 Wayne Hart . . . . . 1/1/1973  
 Judy Culp . . . . . 4/1/1973  
 Stephen Lankton . . . . . 10/1/1973  
 Brenda Bary . . . . . 10/1/1974  
 Brenda Schaeffer . . . . . 10/1/1974  
 William Rosenthal . . . . . 1/1/1975  
 Stephen Cosgrove . . . . . 4/1/1975  
 Nadyezhda Ivanovna  
 Spassenko . . . . . 4/1/1975  
 Thomas Ohlsson . . . . . 7/1/1975  
 Anne Kohlhaas-Reith . . . . . 11/1/1975  
 Gordon Hewitt . . . . . 11/1/1975  
 Vern Masse . . . . . 1/1/1976  
 Julie Hay . . . . . 6/1/1977  
 Inger Acking . . . . . 7/1/1977  
 Isabelle Crespelle . . . . . 7/1/1977  
 Elynn Bader . . . . . 8/1/1977  
 Laurie Hawkes . . . . . 10/1/1977  
 Janice Dowson . . . . . 11/1/1977  
 Charlotte Daellenbach . . . . . 1/1/1979

Stanley Tsigounis . . . . . 2/1/1979  
 Maria Serena Barreca . . . . . 5/1/1979  
 Tony White . . . . . 10/1/1979  
 Maria Teresa Tosi . . . . . 3/1/1980  
 Susanna Ligabue . . . . . 6/1/1980  
 Anna Rotondo . . . . . 7/24/1980  
 Ian Gilmore . . . . . 10/1/1980  
 Diane Salters . . . . . 10/1/1980  
 Carolyn Murray . . . . . 12/1/1980  
 Gloria Noriega Gayol . . . . . 12/1/1980  
 Lasse Ahnby . . . . . 4/1/1981  
 Alberto Close . . . . . 8/1/1981  
 Valentina Terlatto . . . . . 11/1/1981  
 Adrienne Lee . . . . . 1/1/1982  
 Giorgio Cristiano Cavallero . . . . . 4/1/1982  
 Jan Grant . . . . . 5/1/1982  
 Ray Little . . . . . 3/1/1983  
 David Neustein . . . . . 8/1/1983  
 Sashi Chandran . . . . . 11/1/1983  
 Linda Gregory . . . . . 12/1/1983

### 30-39 YEARS

Kerstin Waldekranz . . . . . 1/1/1984  
 Zoran Milivojevic . . . . . 5/1/1984  
 Sharon Kalinko . . . . . 7/1/1984  
 Charlotte Sills . . . . . 7/1/1984  
 Birgitta Heiller . . . . . 8/1/1984  
 Antonio Ferrara . . . . . 8/1/1984  
 Dottie Miller . . . . . 1/1/1985  
 Leon Servais . . . . . 1/1/1985  
 Jessica Leong . . . . . 1/1/1985  
 Valerie Redman . . . . . 1/1/1985  
 Lluís Casado Esquius . . . . . 5/1/1985  
 Donna Marie Perry . . . . . 7/1/1985  
 Vince Gilpin . . . . . 6/4/1986  
 Elana Leigh . . . . . 1/1/1987

Franz Nuschei . . . . . 1/1/1987  
 Joanna Beazley Richards . . . . . 6/1/1987  
 Cinzia Messana . . . . . 6/1/1987  
 Janet Lee O'Connor . . . . . 6/1/1987  
 Antonella Liverano . . . . . 6/1/1987  
 Trudi Newton . . . . . 7/1/1988  
 Marco Mazzetti . . . . . 7/1/1988  
 Yoshiko Suzuki . . . . . 4/1/1989  
 Dianne Maki-Sethi . . . . . 5/1/1989  
 Ravi Sethi . . . . . 5/1/1989  
 Vittorio Soana . . . . . 6/30/1989  
 Alastair Moodie . . . . . 8/10/1989  
 Nobuyuki Shinozaki . . . . . 11/1/1989  
 Suzanne Boyd . . . . . 1/1/1990  
 James Agar . . . . . 5/1/1990  
 Joan Moore . . . . . 5/1/1990  
 John Heath . . . . . 11/1/1990  
 Rhae Hooper . . . . . 3/1/1991  
 Lis Heath . . . . . 4/1/1991  
 Anna Emanuela Tangolo . . . . . 7/1/1991  
 Sari van Poelje . . . . . 7/1/1991  
 Patrizia Vinella . . . . . 7/1/1991  
 Ann Heathcote . . . . . 12/1/1991  
 Rosemary Napper . . . . . 12/1/1991  
 Servaas van Beekum . . . . . 12/1/1991  
 Moniek Thunnissen . . . . . 12/18/1991  
 Steff Oates . . . . . 1/1/1992  
 Valerie Heppel . . . . . 7/1/1992  
 Yoen Ishiyama . . . . . 6/1/1993  
 Claudia Montanari . . . . . 6/1/1993  
 Tomoko Abe . . . . . 6/1/1993  
 Joost Levy . . . . . 7/1/1993  
 Kerri Warner . . . . . 7/1/1993  
 Emilia Maria De Micheli . . . . . 8/1/1993  
 Sabine Blumenstein . . . . . 11/1/1993

**20–29 YEARS**

Takayuki Muroki	1/1/1994	Mandy Lacy	5/1/2001	Deborah Robinson	11/1/2004
Ryoko Shimada	1/1/1994	Günter Mohr	5/1/2001	Richard Ireland	11/1/2004
Izumi Kadomoto	2/1/1994	John Savage	6/1/2001	Jacqueline van Gent	12/1/2004
Kuniharu Ogawa	6/1/1994	Annie Cariapa	8/1/2001	Charlotte McLachlan	1/1/2005
Jane Costa	6/1/1994	Colin Brett	1/1/2002	Yoshiko Kawai	1/1/2005
Natasa Cvejic Starcevic	8/1/1994	Yasuhiro Suto	3/1/2002	Sally Holligan	1/1/2005
Elizabeth McGuire Cleary	8/1/1994	Maja Pavlov	3/1/2002	Marilyn Wright	2/1/2005
Beverley Ellis	9/1/1994	Katarina Pfaf-Krstic	4/1/2002	Blanka Cepicka	2/1/2005
Wataru Suematsu	10/1/1994	Susan Eccles	5/1/2002	Marina Joseph	3/1/2005
Mohanraj I A.	7/1/1995	Jane Drouot	5/1/2002	Beren Aldridge	3/1/2005
Susan George	7/1/1995	Karen Minikin	7/1/2002	Mary Parkhouse	4/1/2005
Frances Parkin	10/1/1995	Melissa Ferrari	8/1/2002	Lieuwe Koopmans	4/1/2005
Elyane Alleysson	11/20/1995	Ian McDougall	8/1/2002	Paolo Maggio	5/1/2005
Anne Tucker	12/1/1995	Makoto Ozawa	8/20/2002	Marion Umney	6/1/2005
Suriyaprakash C.	1/1/1996	Peter Flowerdew	12/1/2002	Seema Pradhan	6/1/2005
Enid Welford	1/1/1996	Martine Mainenti	12/1/2002	Alessandra Pierini	7/1/2005
John Monk-Steel	1/1/1996	Tatiana Sizikova	2/1/2003	Kathy Johnston	7/1/2005
Jan Coleman	1/1/1996	Michele D'Errico	2/1/2003	Henk Tigchelaar	7/1/2005
José Martínez Rodríguez	1/1/1996	Kathy Laverty	3/1/2003	Liselotte Fassbind-Kech	7/1/2005
Lorna Johnston	4/1/1996	Jose Passos	4/1/2003	Gemma Mason	7/1/2005
Linda Hoeben	5/1/1996	Ragini Rao	4/1/2003	Soohee Oh	8/1/2005
Marion Wade	12/1/1996	Maureen Felton	4/1/2003	Prathitha Gangadharan	10/1/2005
Jo Stuthridge	2/1/1997	Aruna Gopakumar	4/1/2003	Nathalie Goursolas Bogren	12/1/2005
Satoshi Miyagi	2/1/1997	Sue Brady	6/1/2003	Naoko Toyoda	1/1/2006
K. Raguraman	3/1/1997	Ritva Piironen	6/1/2003	Sheila Halliday	1/1/2006
Theo van der Heijden	5/1/1997	Jason Brennan	6/1/2003	Maja Stoparic	1/1/2006
Yoshinobu Kitamura	8/1/1997	Cathy McQuaid	8/1/2003	Graeme Summers	1/1/2006
Kaoru Mitsuyama	8/1/1997	Tom Burton	8/1/2003	Cesare Fregola	2/1/2006
Michael Harsh	9/1/1997	Anette Dielmann	8/1/2003	Tess Elliott	3/1/2006
Chen Ya-Ying	10/1/1997	Giles Barrow	10/1/2003	Antonia Muir	3/1/2006
Mica Douglas	12/1/1997	Andy Williams	11/1/2003	Masumi Aonuma	3/1/2006
France Brecard	2/1/1998	Young Tae Lee	11/1/2003	Elvin Aydin Keles	3/1/2006
Carole Shadbolt	2/1/1998	Clifton Supple	12/1/2003	Marguerite Sacco	4/1/2006
Dragana Jovanovic Boka	3/1/1998			Cristina Innocenti	4/1/2006
Keith Tudor	3/1/1998	<b>10–19 YEARS</b>		Alva Ramirez Villatoro	5/1/2006
Antonella Fornaro	3/1/1998	Chitra Ravi	1/1/2004	Sue Eusden	7/1/2006
Ryuta Kanemaru	4/1/1998	Barbara Clarkson	1/1/2004	Ian Argent	8/1/2006
Gianpiero Petriglieri	5/1/1998	Sudha Thimmaiah	2/1/2004	Cholena Mountain	8/1/2006
Karen Cesarano	5/1/1998	Sally Evans	3/1/2004	Mark Widdowson	10/1/2006
Michiko Kawanami	5/1/1999	Vladimir Goussakovski	3/1/2004	N. Michel Landaiche, III	12/1/2006
Amaia Mauriz Etxabe	7/1/1999	Raewyn Knowles	3/1/2004	Marian Timmermans	12/1/2006
Annie Rogers	9/1/1999	Sigvard Persson	3/1/2004	Andreas Becker-Ruprecht	1/1/2007
Carol Faulkner	12/1/1999	Marina Hadzi-Pesic	3/1/2004	Debby Heath	1/1/2007
Edward Novak	6/1/2000	Briony Nicholls	3/1/2004	Geethan Ananthan	2/1/2007
Bob Cooke	9/1/2000	Hideyo Kihoin	3/1/2004	Cristina Caizzi	3/1/2007
Mirjana Radovanovic	11/1/2000	Arantza Arrillaga Arregui	3/1/2004	Anna Mazowiecka	4/1/2007
Hiroko Hikita	1/1/2001	Lynda Tongue	4/1/2004	Chris Pollock	4/1/2007
Aleksandra Bubera Ninic	3/1/2001	Mariko Seki	5/1/2004	Emily Keller	7/1/2007
Yoko Mori	4/1/2001	Jack Wood	5/1/2004	Hilary Spenceley	7/1/2007
Susan McMenamin	4/1/2001	Karen Pratt	7/1/2004	Akiko Hori	7/1/2007
		Suna Guven	9/1/2004	Karen Horrocks	7/1/2007
		Sander Reinalda	9/1/2004		

David Gibson	7/1/2007	Helen Rowland	10/1/2010	Cinzia Chiesa	3/25/2013
Kerrylea Sampson	8/1/2007	Sheila Beare	1/1/2011	Mayke Wagner-Froböse	3/26/2013
Ralph Rawsthorne	8/1/2007	Maja Kus Ambroz	1/1/2011	Elizabeth Jeffries	3/26/2013
Hayley Marshall	10/1/2007	Mitsunori Izumi	1/1/2011	Carole Stilwell	3/26/2013
Elena Soboleva	11/1/2007	Pashmina Nanwani	1/1/2011	Diana Deaconu	3/26/2013
Michelle Mackin	11/1/2007	Eleonore Lind	1/1/2011	Bogdan Serbanescu	3/29/2013
Dianne Brooker	12/1/2007	Haseena Abdulla	2/1/2011	David Harford	4/7/2013
Shirin Afraz	1/1/2008	Brad McLean	3/1/2011	Maksuda Begum	4/17/2013
Marij Peeters	4/1/2008	Han den Dekker	3/1/2011	Jennie Miller	4/19/2013
Jo Moores	4/1/2008	Susie Fitzgerald	3/1/2011	Anne Timpson	4/21/2013
Tetsuo Tsukioka	6/1/2008	Sylvie Monin	3/1/2011	Rob Conley	4/23/2013
Jane Kibblewhite	7/1/2008	Jan Baker	6/1/2011	Amy Chen	5/18/2013
Vicky Blake	9/1/2008	Marcus Gee	7/1/2011	Susie Hewitt	5/24/2013
Ioana Cupsa	1/1/2009	Valerie Cionca	9/1/2011	James Longwell	5/31/2013
Tian Bao	1/1/2009	Susan Matthews	9/1/2011	Taranjit Nair	6/13/2013
Matti Sannen-Weeland	1/1/2009	Martin Loughna	10/1/2011	Patrick Brook	6/18/2013
Eric Rolland	2/1/2009	Rachel Curtis	10/1/2011	Tatjana Gjurkovic	6/26/2013
Ivana Mandaric	2/1/2009	Jesús Cuadra Pérez	10/2/2011	Vidya Ramaswamy	7/2/2013
Inna Learn	2/1/2009	Jane Skinner	11/1/2011	Mary O'Neill	7/22/2013
Jo Wareham	3/1/2009	Dermot Martin	11/1/2011	Jm Grace Lam-Thomas	8/10/2013
Rowena Dawson	3/1/2009	Cesare Todescato	11/1/2011	Cor van Geffen	8/14/2013
Seong Koo Lee	4/1/2009	Alex Lagas	12/1/2011	Mirjam te Slaa	8/16/2013
Georges Kemmerling	5/1/2009	Aileen Whiteford	1/17/2012	Linda Gillham	9/26/2013
Helen Charles-Edwards	5/6/2009	Linda Wall	2/7/2012	Marcia Bertuol	9/29/2013
Ganna Golovan	6/1/2009	Nigel Dawson	4/25/2012	Cornelia Willi	9/30/2013
Badarinath Cheruvu	6/30/2009	Reena Goenka	6/1/2012	Rie Miura-Lee	10/3/2013
Tanja Marovic	7/1/2009	Harry Gerth	6/17/2012	Piotr Jusik	10/4/2013
Dijana Živanovic	7/1/2009	Ales Zivkovic	6/25/2012	Akiko Okano	10/15/2013
Mi Hyun Park	7/1/2009	Jeffersonn Moraes	6/25/2012	Rosario Chavez	10/15/2013
Renato Morandi	8/1/2009	Barbara Giacobbe	8/31/2012	David Gibbons	11/4/2013
Milica Cucuz	10/13/2009	Marcia Guimaraes	9/17/2012	Vaithegi	
Penelope Carey	11/1/2009	Sarah Goddard	9/17/2012	Pattabiramamoorthy	11/4/2013
Mayumi Yoda	12/1/2009	Sandor Antal	9/19/2012	Pippa Fairhead	11/4/2013
Danijela Budisa Ubovic	1/1/2010	Nadica Hegedus	11/9/2012	Jr-Earn Karen Lam	11/4/2013
Alesa Sicherl	1/1/2010	Michelle Hyams-Ssekasi	11/17/2012	Rosalind Sharples	11/6/2013
Sili Zhou	2/13/2010	Maria Bran	1/14/2013	Helen Ralston	11/17/2013
Chiyo Hayashi	3/1/2010	Karina Heiligers	1/14/2013	Aleksandra Simendic	11/17/2013
John Baxendale	4/1/2010	Nicoleta Gheorghe	1/14/2013	Yinka Junaid	11/27/2013
Gabriela Tudor	4/1/2010	Marina Brunke	1/14/2013	Mark Poland	12/2/2013
Josephine Devotta	4/1/2010	Amalia Gabor	1/16/2013	Traian Bossenmayer	12/2/2013
Piet Haaster	4/1/2010	Prachi Dixit	1/17/2013	Will Daniel-Braham	12/18/2013
Thorsten Geck	4/1/2010	Suzanne Lines	1/31/2013	Preetha T R	12/19/2013
Pei-Ying Huang	4/17/2010	Hari Iyer	2/5/2013	Bea Schild	12/26/2013
Evelyne Papaux	5/5/2010	Matteo Zanovello	2/12/2013		
Borzu Abdi	6/1/2010	Anita Webster	2/13/2013		
Tony Conley	6/1/2010	Piyush Dixit	2/13/2013		
Marcelo Lopes	6/28/2010	Arun Bhat	2/15/2013		
Soo Ryong Ahn	7/1/2010	Mandy Atkinson	2/16/2013		
Elena Kecman	8/1/2010	Keiko Hoshino	2/27/2013		
Sue Paton	8/1/2010	Meg Hughes	3/4/2013		
Elaine McConnell	10/1/2010	Peter Vaughan	3/21/2013		