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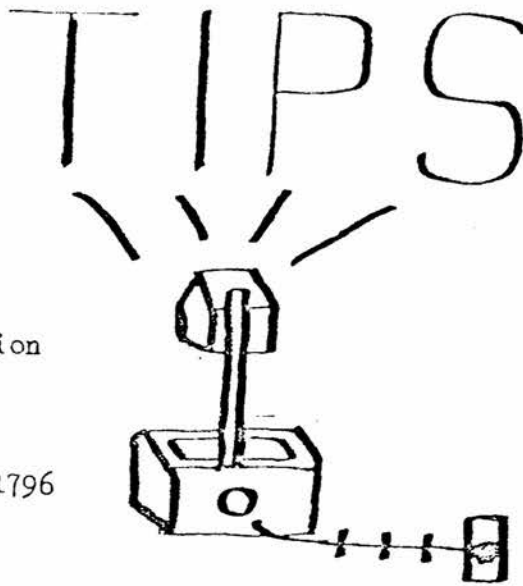
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THE BUDGET BLUES

Our Opinion of the Reagan Administration Budget Cuts

The motives behind the cuts in funds to human services must be condemned. It very clearly derives from devaluation of weak, oppressed, handicapped, poor, minority and similar people who do not reflect the American ideals of health, wealth, beauty, etc. However, the cuts themselves cannot necessarily be viewed as detrimental. There does not appear to be a high correlation between the availability of human service monies and human service benefits, and much harm has been done by human services that have been funded in the past. Thus, many good things may actually come from the budget cuts, or at least the bad things that may occur may be no worse than the bad things that would have been transacted with the money.

However, the problem is that in addition to budget cuts, we can also anticipate that the wrong kinds of monies will be cut, namely that monies that have been doing good are apt to be cut, while monies that are hurting things may be more protected, or in some instances, even enlarged.

Universal Grant Proposal

In an effort to assist those of you (and us) who are now madly scrambling for funds, RFP's (Request for Proposals for those who Refused to Futuristically Plan), and the like, we offer the following summary of a universal grant proposal which has broad applicability to any potential funder:

Money you got, sense you ain't got.  
We'ums sense got, but money not got.  
You'ums us money give; we'ums know  
how to spend it real smart.

Hurry!

(Stolen from a vignette told long ago by  
Brian Lensink)

Obviously, Money You Do Got, But Sense You Ain't Got

In January of 1981, it was announced that a private contractor received a three-year federal grant of \$355,000 to prepare a directory of mental health advocacy programs (Federation of Parents Organization for the NYS Mental Institutions Newsletter, March 1981.). Such a development is absolutely stunning, considering that genuine advocacy programs are almost impossible to fund while projects which have an advocacy image but are not really of an advocacy nature can receive such long-term and massive support, especially at a time like this.

Looking to the Future, or: LTF

(This article is being re printed in this edition of TIPS as many of the programs it mentions may no longer exist as a result of the administration's cuts!)  
By Ronald H. Lofts, Coordinator, Northwestern Community Mental Retardation Services, Winchester, Virginia.

The future promises new hope for the MR/DD population. The opportunities have never been so great. One only has to look around to find new programs and services. Contacting the DDs, Office of SDIC, and TAP of ISMRRD (a UAF) provide real encouragement. Through USCS of USDHEW, the BEH, DRS, and even HUD, new money is available. This does not take into account the long established programs of DHEW, through Spec. Ed., DSSs Title XX, and Title XIX for ICF. Add to this the SSAs SS, SSI, SSDI program aides in developing CLAs and other LREs. The COAC, ARC, AAAMD, FASAMD, NAPRF, and others have expanded opportunities for MR, CP, MI, SA, FAS and other DD populations. With all this available our CMH&MR Chapter 10 Board hired a CPA to track the various funds.

Of course, with the funds we have had to increase our accountability. We have fully implemented the CODAP for NIDA and the NAFIS for NIAAA on our SA clients. We also have developed TPs for the UCF on our MH clients, and for our DD-MR clients we utilize IPP, IEP, IHP, POR, HPP, and TPs completed on an AAAMD-ABS or IDB computerized form. These plans are developed through staffing information from MMPI, WAIS, or WISC-R, ITPA if suggested, CAP, and ABS, among other sources of basic social and medical history. From this information the treatment of choice is recommended. Our treatment resources include RET, TA, PET, PT, FST, RT, ET, RIT, DT, STEP, and BM.

As recommended by PCMR, PCMH, AAAMD, ARC, APA, AMA, APPA, we have a full professional staff. Our program has reviewed the CARF, JCAH, NARF, and state DMH/MSA guidelines and is currently unable to meet accreditation. Our staff, however, does include an ACSW, PhD, MD, MA, RN, BA, MSW, CPMRP, CSAR secretaries, and a non-union custodian.

Currently, we enjoy a good working relationship with our local DSS, DPW, SW, DRS, P&A Office, AA, ARC, and SEARCH. This has significantly aided the community orientation. We are currently working with LEA to develop a consultation program for their SWs in dealing with the EMR, TMR, ED, LD, HI, VI, and delinquent programs.

We feel the expansion of our program has had significant benefit to the consumer. We feel this service is rivaled only by one program-WDW (Walt Disney World), but we are working toward new goals. (Lofts, R.H. Looking into the Future. Polestar, 1980, 1(9), 10. )

Quick "Fixes"

Kalberer, J.T. Grant length and budget stability at the National Institutes of Health. Science, 1981, 211, 675-680.

COMMENT: How false hopes and a misunderstanding of reality helps to create disincentives in human services was strikingly brought out in an analysis of federal research funding by Kalberer (1981). He noted that pressure is growing from both the Congress and the public for scientific breakthroughs, and for research with unequivocal and quick payoffs, such as cures for chronic illness, clear evidence of improved treatments, and immediate respite from the staggering costs of health care (p.676).

How Much are 250 Million Dead North Americans Really Worth?

Max Weber (1864-1920) was one of the first social scientists to delineate some of the dimensions of what we call bureaucratism. A common product of bureaucratism (though also one of many other processes in life) is what has been called "trained incompetence," which refers to highly trained (and sometimes extremely intelligent) people who exhibit phenomenal incompetence in the very area of their expertise, resulting from dysfunctional processes of occupational socialization or consecration.

We now have in Washington a truly brilliant boy wonder Cabinet member, David Stockman, a former member of Congress in charge of the Office of Management and Budget. Despite his undoubted brilliance, he questioned that it was worthwhile to diminish the air pollution that was killing the fish in 170 lakes in New York state because, after all, "how much are the fish really worth?" As long as the fish were worth less than it would cost to abate the air pollution, he felt that pollution abatement was not worth doing. The response of the National Association of Manufacturers to this brilliancy was yet another brilliancy, namely that it was "encouraging to know that somebody who thinks like that is still in Washington and has something to say" (Science, 20 March 1981, pp. 13-29).

With this kind of mentality, logic, and common sense at the top levels of our government and business, how are we to expect adaptive systemic and futuristic approaches to human services?

In May, 1981, after having recommended vast spending cuts in most areas of governmental functioning, Stockman spent hours explaining to a House of Representatives committee why his own agency should receive more money and manpower (AP, in Syracuse Herald Journal, May 14, 1981). Stockman also had to be prodded for years to repay an interest-free loan he received in the late 1960's, even though he himself has been trying to restrict federal student loan programs (Sojourners, 1981, 10 (7), 7).

Editorial: Poverty-Making, Death-Making, Death Penalty, and the Current Government

The Reagan administration is no friend of the poor and the afflicted. There is every reason to believe that if its various strategies (economic, social, military, and commercial) actually get implemented, and implemented long enough, the population of poor and oppressed people will increase. In turn, this means that certain kinds of crime will increase, especially as even more people caught in the cycle and culture of poverty lose heart and hope. Indeed, mass violence (riots, etc.) may result, if not other crimes of irrational desperation, such as senseless arson, vandalism and random brutality.

We should be very clear about at least two things: 1. A society that contributes heavily to crime within it is also highly apt to implement extensive use of the death penalty on the federal level. 2. As far as we know, no amount of legislative and police action can control crime which has its roots in social and economic pressures. Yet, it seems that no nation has learned that lesson, and if the present trend continues, we are apt to see a vast increase in our prison population, and a lot of killing of poor people by the state.

There's More Than One Way to Sell Your Soul.....

The Wall Street Journal carried a really funny cartoon showing the devil shoving a document under the nose of a business executive, saying "Just sign on the dotted line and your industry will be deregulated."

Budget Cuts to End the "War on Poverty"

Despite about 15 years of the U.S. "war on poverty," it was estimated that in 1981, one quarter of the U.S. population was living below the official poverty line which is an even greater proportion than at the beginning of the war on poverty. (Cancer Hits Poor Hardest, Doctor Says. AP, Syr. Herald Journal, 23 March 1981, A-9.

THE IMAGE JUXTAPOSITIONS OF THE MONTH - FEATURING THOSE OF THE  
INTERNATIONAL YEAR OF DISABLED PERSONS

The Logo. The difficulties of designing a positive logo were clearly manifested in the design for the logo of the 1981 "Year of the Disabled Person." The design showed what appeared to be two people joined at the foot, leaning away from each other and holding hands. The positive elements are the joining of hands, the stance which almost indicates a dancing pose, and the fact that one cannot tell which of the two people is supposed to be "disabled", as one is shaded in black, and the other one horizontally striped. However, the negative, or at least problematic, features of the logo include the following: the figures give one the impression of being unstable; one expects them to be toppling over any second. Secondly, if the dark person is perceived as "disabled", then the symbolism of darkness and blackness is attached to it, while if the horizontally shaded figure is perceived as "disabled", then one gets the impression that this individual is not quite as full or heavy as the other, is lightweight, transparent, of less substance, etc. Thirdly, the two figures are also joined by a second appendage halfway between the feet and the arms. For this reason, some groups of handicapped people have humorously referred to the logo (and the year) as the "Year of Copulating Cripples".

We must now consider that a tremendous amount of care and international input has gone into the design of the logo. Failure to eliminate all ambiguities and potential negative image transfers in this case clearly illustrates: the inherent difficulty in managing imagery, the unconsciousness that accompanies such image projections, and the advisability of avoiding logos altogether, perhaps in favor of positive acronyms. Of course, there are important reasons why logos are desirable, but if even the world's experts are not capable of coping with the image challenge that such logos represent, then it would be better to forego the potential, but rarely actualized, advantages thereof.

The Stamp. Martha Perske has been well-known for her outstanding graphic depictions of handicapped people that will surely set her a monument in the history of human services for some time to come. We now salute her for the acceptance of her design for a United States 18¢ commemorative stamp in observance of the International Year of Disabled Persons.

However, we regret the caption on the stamp, "Disabled does not Mean Unable." In our teaching and in some of our publications (e.g., Rehabilitation Literature, 1979, 40 (10), 309), we have pointed out how inappropriate and misleading the terms "disabled" and "disability" are, in that the terms explicitly do mean being unable, incapable and totally incompetent and impotent; and that further-more, the root "dis" is derived from death, and continues to associate impaired people with the death image. Research has shown that bodily disfigured people are indeed highly likely to be unconsciously viewed as having an affinity to one or more of three images: subhuman, evil, or dead or death-bound. It is for these reasons that we prefer the terms "physically" or "functionally impaired", or even "handicapped". In an imperfect world, one imperfect term is often preferable to an even more imperfect one.

TRAVEL REPORTS

John O'Brien reports from one of his recent PASS training trips to England that advocacy is alive and well there. For instance, he ran across an organization called Chickens' Lib, which is fighting for hens' rights, such as not being cooped up in small cages which are called "batteries". In giant headlines, Chickens' Lib flyers announce that 95% of all laying hens are now in batteries. It confronts the public with questions such as "Does your Member of Parliament know the facts of battery life?"

REQUEST FOR INFORMATION

"I am preparing a chapter for J. Matson's forthcoming Comprehensive Handbook of Mental Retardation (Pergamon; Spring, 1982), entitled 'The Influence of Normalization on Research and Practice.' Chapter must be submitted by November 1, 1981. Any information (data, observations, unpublished reports, etc.) directly related to the chapter topic would be appreciated and, if used, fully acknowledged. Please forward items (by September 30, 1981) to: Bob Flynn PhD., Psychology Department, Royal Ottawa Regional Rehabilitation Centre, 505 Smyth Road, Ottawa, Ontario, Canada K1H 8M2 (613) 737-7350, ext. 575" (Editor's note: in case of a Canadian postal strike, consider using the Ottawa Carrier Pigeons' Transport Alliance as an alternative means of conveyance).

RED PSYCHO-POSTCARD ALERT FOR HUMAN SERVICE HISTORY FIENDS

Sam Zamarripa has brought to our attention the fact that pictures of old institutions and prisons can be found on old picture postcards ("psycho-postcards"). These old postcards were printed in the era when postcards were franked with a 1¢ (later 2¢) stamp, and may date back to 1900. One important role played by psycho-postcards is that they are a hitherto unmined source of documentation of human service facilities or their features that no longer exist; and in some cases, they may be the only available pictorial documentation of an old facility. The messages on some of the psycho-postcards are also poignant (e.g. "This is where I am now; please send money quick!"). Old postcards can perhaps be found in philately (stamp collecting) stores, and at places such as flea markets and antique shops. Some of these specialize in old postcards. Prices range from 15¢ to \$2.00 each, but 35-50¢ is a realistic range. Since there are people who collect postcards with special themes, one could let dealers know that one collects human service institution themes. You may also keep in mind that if you find any of these cards, they will make excellent gifts or swapping items for fellow psycho-postcard collector fiends, such as W. Wolfensberger. This may solve your problem of what to give your friend for Christmas, birthdays, Halloween, psycho-postcard commemoration day, etc.

One of our fellow psycho-postcard collectors sent us a psycho-postcard depicting a building set among a combination of woods and succulent lawns, entitled Moose Haven. The card also featured a huge moose head. The caption on the postcard describes the facility as a "city of Contentment where qualified aged Moose members and their wives spend their twilight years in comfort and contentment." Reading this description, one almost expects to find a wayside zoo for aged meese.

DECODDELIZATION OF CANADIAN SUBSCRIBERS IN THE OFFING

Our way of going about the initiation of TIPS is an example that good intentions are not good enough. In announcing our plans for TIPS, we made no distinction between American, Canadian, or other foreign subscribers. A number of Canadian subscriberstock the opportunity to slip in-between the cracks and subscribe on the universal terms offered in our early circulars. Things being the way they are, they will receive TIPS for a year at the same rate as American subscribers, even though we have discovered it costs us more to send TIPS to addresses abroad. When their subscription runs out next year, Canadian subscribers will find out that the equivalent of deinstitutionalization and normalization will be applied to them in the form of decoddelization, expressed by an increase in the subscription fee to cover the higher mailing rate. In the meantime, we have made modest increases in the subscription of those new subscribers from abroad who did not take advantage of the golden opportunity to be coddled. (No, the TI had nothing to do with the Canadian mail strikes that probably mean that Canadian subscribers will not even get this edition until next year!)

6

A REPORT FROM THE 1981 ADVANCED PASS WORKSHOP IN SYRACUSE

On June 20 25, 1981, the Training Institute conducted an Advanced PASS training workshop for approximately 90 people. This last such event was held in the fall of 1979 in Winnipeg, Canada, and thus, there was a great deal of interest and even demand for the workshop. Participants came from 15 states, 5 Canadian provinces, England (7) and Belgium. Nine different services of a complex and challenging nature were assessed, and the last day of the workshop, the teams reported on their experiences and their findings to the workshop body as a whole, so that everyone was able to benefit from the learning of other teams.

The day after the workshop, Dr. Wolfensberger presented his slide show documenting the evolution of human services from early, informal, personal helping forms into the more formalized, big and largely destructive forms that are with us today. Approximately half the Advanced PASS workshop participants stayed on for that day, and they were joined by about 80 more persons.

One of the participants told the Training Coordinator that some agencies would not give their staff financial support to attend the workshop because they "had already been to introductory PASS training." It struck this participant, and us as well, that if staff had wanted to go to a conference on behavior modification, or one of the thousands of seminars on the sexuality of handicapped people, or how to subdue violent clients, they would have readily received agency support for their attendance even if it were the second or fifth or tenth or twentieth such workshop they had attended.

In order to increase the likelihood that services will support their staff to attend PASS and other value based events that the TI offers, we thought a little subterfuge might be helpful. We could change the names of the workshops so that they would sound like something an agency could support, but we could still conduct normalization, PASS and other value based training under these new names! Some proposed name changes for some TI workshops are listed below:

What Used to Be Called.....

Would Now Be Called.....

Normalization

A New, Highly Effective Way to Prevent or Reduce All Kinds of Disturbing, Harmful & Disruptive Client Behaviors

Introductory PASS

An Opportunity to Evaluate the Quality of Somebody Else's Service, to See How Bad It Is, & How Much Better Yours Looks in Comparison

Advanced PASS

A Second Opportunity To Do The Same Thing Again, Except a Little Harder

Social Advocacies

Protecting Your Agency From Lawsuits, Angry Consumers, & Crazy Radicals

Values Examination Retreat

(Readers: Do You Have Any Ideas?)

Additional suggestions for disguises would be welcomed.

Submitted by Susan Thomas.

A PLEA FOR MODEL COHERENCY IN INTRODUCTORY PASS TRAINING

A fair number of subscribers to TIPS are involved in PASS training. We have noted on a number of occasions that introductory PASS workshops have utilized practicum sites which the Training Institute itself would only use for advanced PASS workshops. In the TI's view, the following would be examples of advanced sites: any "soft" service; any multi-location service, multi-component services on the same site; a significant proportion of mental health services, even if they are "hard" and/or single-location sites; services run by voluntary groups without formal structure, and perhaps staffed by unpaid volunteers.

PASS is very difficult to learn even when initial practicum sites are of the very simplest nature, and to propel initial trainees to advanced sites may deny them a crucial sequential developmental experience, as well as a really meaningful and intelligible model coherency conciliation. It is furthermore quite possible that team leaders at introductory workshops are really not as yet prepared to lead a team in an advanced site evaluation. We urge workshop planners to carefully review potential practicum sites so as to rule out prematurely difficult services.

WOULD YOU BELIEVE.....?

\*Community and political leaders in northern Indiana have concluded that the city of New Castle could not afford to lose both its Chrysler plant and its state hospital. In response, there, as is the case with many other mental institutions across North America, proposals have been made in 1981 to convert the institution into a prison (Indianapolis Star, February 25, 1981). (Submitted by Joe Osburn).

\*An unbelievably outrageous plan was announced, or at least resurrected, in May of 1981 and reported in various news media by UPI. The United Cerebral Palsy Association and the Association for Retarded Children of the Niagara Falls area in New York state were scheduled to begin to "use their clients" to do maintenance work on the abandoned properties of the Love Canal (toxic dumpsite) area of Niagara Falls. Two years earlier, the United Cerebral Palsy Association had planned to deploy its clients to work even in the most severely polluted areas, but retreated in the face of public outcry.

Episodes such as these make it clear that even those in foremost positions of voluntary advocacy on behalf of a devalued group of people in society cannot necessarily be trusted to either have any lick of common sense, and/or to be very aware of how public attitudes are shaped. Here, the message clearly is that the health of people who are already handicapped does not really matter very much, and that it is alright for them to do the kind of dangerous dirty work from which ordinary people would flee and -in this case -have fled.

Though being used to hearing of atrocities and perversions virtually every single day, I have to admit that until I saw the news clipping, I nevertheless did not believe this story when somebody told me about it. Until I saw that clipping, I sincerely believed that some kind of error of recording or interpretation had occurred (clipping submitted by Hilt Baker; analysis by TIPS Editor).

The above proposal is not much different from one advanced by a number of U.S. and British scientists: that older people should be trained to make up something like "nuclear waste SWAT teams." Whenever an accident, such as the one at Three Mile Island in Pennsylvania occurred, these teams of old people would be sent in to clean it up, because supposedly, they would die anyway before they would get cancer from radiation (Chicago Sun-Times, reprinted in Winnipeg Free Press, 23 Nov. 1979. Submitted by Bob Jones).

\*One ensemble of musicians and dancers specialize in belly dancing in nursing homes and senior citizen centers, and advertize their services in the professional literature (e.g., in Health Care News during 1981).



## CHANGE AGENCY TIPS, TOOLS AND RESOURCES

For Those Who Have a Serious Interest in Learning More About the Movement of l'Arche

There is a so-called "crash pad" at the Daybreak l'Arche community in Toronto, where several times a year, groups of people assemble for approximately twelve days to learn more about l'Arche in an intensive fashion without actually becoming members of a l'Arche community. There are lectures and presentations, an opportunity to do some reading, and a chance to observe a l'Arche community without significantly intruding in it. Crash pads are held several times a year; they are very popular, and people should sign up for them well ahead of time. Write to: Crash Pad, Daybreak, R.R.1, Richmond Hill, Ontario, Canada L4C 4X7; telephone 416/884-3454.

Reading TIPS

The amount of original professional and scientific material which a human service worker can read is quite limited. By original sources, one means research studies, theoretical papers, etc., published either in professional/scientific journals or books. With the recent proliferations of information, it is of utmost importance to at least keep up with some good "secondary" sources. Secondary sources are such things as reviews (in articles, chapters, annual reviews, etc.) of certain categories of research; journals which have good book review sections, or that perhaps consist entirely of reviews, such as for instance the journal entitled Contemporary Psychology which publishes nothing but book reviews; periodicals which specialize in the publication of abstracts (one of the oldest and most famous being Chemical Abstracts); journals that specialize in professional and scientific news, or at least carry a great deal of such material as does Science, the weekly publication of the American Association for the Advancement of Science; etc.

A periodical along these lines that might be of particular use to people such as those who read TIPS would be Rehabilitation Literature (2023 W. Ogden Avenue, Chicago, IL 60612) which comes out monthly, has a relatively low subscription rate (\$15 U.S., \$17 in Canada), and carries mostly human service-related abstracts, book reviews, and news notes in addition to one or two original articles per issue. The journal is phenomenally up-to-date, reporting on publications almost as soon as they appear. In contrast, many other secondary sources are years behind.

Another useful source is Health Care News, a periodical that looks like a daily newspaper and comes out every two weeks. It reports nothing but news, but not necessarily narrowly focused on medicine. There is a great deal of news on aging, nursing homes and institutions, mental health, psychology, etc. Ideologically it is not very progressive, but the news is up to date and the price is modest. One may subscribe by writing to 2300 Cropsey Avenue, Brooklyn, NY 11214 at \$15 for a year, or \$27.50 for two years.

Des Jardins, C. How to organize an effective parent/advocacy group and move bureaucracies and How to get services by being assertive. Chicago: Coordinating Council for Handicapped Children, 1980.

COMMENT: Both manuals are aimed primarily at parents of handicapped children and their friends or advocates, the former perhaps being a bit more oriented toward educational action than the latter, which is addressed more to organizing and advocating. Both publications replace earlier and similarly-titled ones by the same organization, and are crammed full with information that is very relevant and useful to their goals, although they give hardly any cross-references to other sources. Each is \$4.50 and can be ordered from: Coordinating Council for Handicapped Children, 407 South Dearborn, Chicago, IL 60605; 312/939-3513.

## "HOUSEKEEPING ANNOUNCEMENTS"

Address Changes. You must let us know if you change your address. TIPS is in the class of trash mail that is neither likely to be forwarded nor returned to the sender. Thus, once you change your address without telling us, this will probably be the last we ever hear from each other. We will also not be able to furnish replacement copies for those lost during your move. However, we will replace a copy that arrived in severely mutilated condition.

The Training Institute. The Training Institute for Human Service Planning, Leadership and Change Agency (TI), directed by Wolf Wolfensberger, PhD, functions under the auspices of the Division of Special Education and Rehabilitation of Syracuse University's School of Education. Dr. Wolfensberger is a professor in the Mental Retardation Area of the Division. Since its founding in 1973, the TI has been supported primarily from fees earned from speaking events and workshops (across the world as well as in Syracuse), and to a small extent from consulting, evaluations of services, and the sale of certain publications and planning and change agency tools. There have been no federal grants. TI training has (a) been aimed primarily at people who are, and who aspire to be, leaders and change agents, be they professionals, public decision-makers, members of voluntary citizen action groups, students, etc., and (b) primarily emphasized values related to human services, the rendering of compassionate and comprehensive community services, and the achieving of greater societal acceptance of impaired and devalued citizens.

Training Institute (TI) Publications. The TI sells a number of items, disseminates a "publication list," and updates it about 2 times a year. If you want one or more copies, please let us know.

TIPS Back-Issues Available. TIPS tries to have a supply of back issues available for new subscribers who wish to complete their set of issues. Let us know what you need, and we will offer you a package price for whatever back issues we have of those that you need.

Invitation to Submit Items for Publication. We invite subscribers (and others) to submit to the TIPS Editors any items they consider suitable for TIPS. This may include "raw" clippings, "evidence," reviews of publications or human service "products," cartoons (that require no hassle to reproduce), human service dreams (or nightmares), service vignettes, aphorisms or apothegms, relevant poetry, satires, or original articles. The latter must be brief. We particularly welcome items that are good news, since bad news seems to come so much easier and more frequently. Send only material you don't need back, because you won't get it back. We will let a sender know what we plan to do with his/her submission. If we don't goof, and the submitter does not object, submissions that are used will be credited. By the way, it is an option to submit an item but request that one's name be withheld (not from us, but from the readers).

Dissemination of TIPS. We ask our subscribers to promote TIPS, and encourage others to fill out the subscription/renewal form enclosed with each issue. Please consider photocopying this form and forwarding it to potential subscribers.

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TIPS Editorial Policy. TIPS comes out every other month, and contains news, information, insights, viewpoints, reviews, publications, developments, etc., that relate to the interests and mission of the Training Institute. We assume that subscribers are people who lead hard struggling lives against great odds, and are aware of many shortcomings in human services. Thus, we try to inject a bit of levity into TIPS so as to make subscribers' lives more bearable (or less unbearable, as the case may be), even if not deliriously joyful. In fact, some TIPS content is apt to be depressing and in need of occasional levitation. TIPS gets many items from other sources, tries to report developments truthfully, but cannot be responsible for errors contained in original sources. Specific items from TIPS may be reproduced without requesting permission, as long as the full TIPS reference is cited/acknowledged, and as long as a whole issue is not so reproduced.

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