

## Fall/Early Winter 2017-18

First 8 weeks: 9/11/17-11/8/17 (no class 10/9/17)

Second 8 weeks: 11/20/17-1/22/18 (no classes 12/25/17, 1/1/18)

**Registration Deadline for BOTH 8-week sessions: 8/11/17**

**1<sup>st</sup> Quarter (First 8 weeks) – 9/11/17-11/8/17 (no class 10/9)**

Level & Time	Course & Instructor	Location & Contact
<b>Entry Level</b>		
6:30pm-8pm	<b>DIAGNOSIS AND THE INDIVIDUAL</b>  <b>Gail Elkin-Scott</b>	1133 Broadway, Suite 519 917.885.5723 <a href="mailto:gailelkinscott@gmail.com">gailelkinscott@gmail.com</a>
	<p>As analysts, we assess our patients provisionally and over time, recognizing that words and behaviors are signposts to fluid internal states. As clinicians, however, we are often required to make thumbnail diagnoses, based on categories created by the study of large numbers of subjects. This course will consider the Diagnostic and Statistical Manual-V. The history of the DSM-5(TM) and the thinking behind current changes in the manual along with developing a working understanding of diagnostic categories. Throughout, candidates will consider the fit between diagnosis and the individual patient, using examples from our practices. literature, film, and historical figures. How can we use diagnosis creatively to inform our thinking, without limiting the potential of our patient to surprise us? Students are encouraged to apply critical thinking and clinical intuition to their use of diagnostic labels.</p>	
8:30pm-10pm	<b>CASE SEMINAR I</b>  <b>Stephanie Vanden Bos</b>	156 Fifth Ave., Suite 1223 212.779.2425 <a href="mailto:Stephanie@vandenbos-lcsw.com">Stephanie@vandenbos-lcsw.com</a>
	<p>This course provides students with the opportunity to present cases in a group format. Basic clinical concepts of transference, countertransference, resistance, diagnosis, and technique are discussed in the context of case presentations. Students need to have a clinical practice to register for this course.</p>	

<b>Weekend</b>							
9/17, 9/24, 10/1 12-4pm all 3 days	<table border="1"> <tr> <td><b>SYMBOLIZATION &amp; CREATIVITY</b></td> <td>50 West 97th Street 1H 212.874.7441 <a href="mailto:abzudusk@aol.com">abzudusk@aol.com</a></td> </tr> <tr> <td><b>Claudia Bader</b></td> <td></td> </tr> <tr> <td colspan="2"> <p>This course explores the symbolization process at work in the unconscious from Freudian, neo-Freudian, and Jungian perspectives. Using didactic and experiential methods, we will explore what symbols are, how they function, and systems for understanding how to interpret and work with symbolization in treatment. Neurobiological perspectives will be included. This course aims to help students develop the ability to recognize and use symbolic process with their patients' verbal, somatic, and dream material.</p> </td> </tr> </table>	<b>SYMBOLIZATION &amp; CREATIVITY</b>	50 West 97th Street 1H 212.874.7441 <a href="mailto:abzudusk@aol.com">abzudusk@aol.com</a>	<b>Claudia Bader</b>		<p>This course explores the symbolization process at work in the unconscious from Freudian, neo-Freudian, and Jungian perspectives. Using didactic and experiential methods, we will explore what symbols are, how they function, and systems for understanding how to interpret and work with symbolization in treatment. Neurobiological perspectives will be included. This course aims to help students develop the ability to recognize and use symbolic process with their patients' verbal, somatic, and dream material.</p>	
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<b>Advanced</b>							
6:30pm-8pm	[None]						
8:30pm-10pm	<table border="1"> <tr> <td><b>INFANT RESEARCH AND ADULT TREATMENT</b></td> <td>1133 Broadway, Suite 519 917.885.5723 <a href="mailto:gailelkinscott@gmail.com">gailelkinscott@gmail.com</a></td> </tr> <tr> <td><b>Gail Elkin-Scott</b></td> <td></td> </tr> <tr> <td colspan="2"> <p>In recent decades, there has been an explosion of research on infancy. The findings of this research have had a significant impact on psychoanalytic theory and practice. This course will introduce methods for applying infant research to adult treatment, as well as contemporary psychoanalytic concepts discovered or verified by these recent studies. We will focus on the early origins of attachment, bodily and affect regulation, relatedness, and patterns of non-verbal and verbal communication, and explore concepts such as co-construction, self and interactive regulation, mentalization, and more. Readings will include works by Bowlby, Fonagy, Beebe, Tronick, Stern, Boston Process Change Study Group, and others.</p> </td> </tr> </table>	<b>INFANT RESEARCH AND ADULT TREATMENT</b>	1133 Broadway, Suite 519 917.885.5723 <a href="mailto:gailelkinscott@gmail.com">gailelkinscott@gmail.com</a>	<b>Gail Elkin-Scott</b>		<p>In recent decades, there has been an explosion of research on infancy. The findings of this research have had a significant impact on psychoanalytic theory and practice. This course will introduce methods for applying infant research to adult treatment, as well as contemporary psychoanalytic concepts discovered or verified by these recent studies. We will focus on the early origins of attachment, bodily and affect regulation, relatedness, and patterns of non-verbal and verbal communication, and explore concepts such as co-construction, self and interactive regulation, mentalization, and more. Readings will include works by Bowlby, Fonagy, Beebe, Tronick, Stern, Boston Process Change Study Group, and others.</p>	
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**2<sup>nd</sup> Quarter (Second 8 weeks) – 11/20/17-1/22/18 (no classes 12/25/17, 1/1/18)**

<b>Level &amp; Time</b>	<b>Course &amp; Instructor</b>	<b>Location &amp; Contact</b>
<b>Entry Level</b>		
6:30pm-8pm	<b>PSYCHOPATHOLOGY I: NON-NEUROTIC DEFENSES</b>  <b>Carter Thornton</b>	1133 Broadway, suite 607 646.483.8246 <a href="mailto:carterthorntonsound@gmail.com">carterthorntonsound@gmail.com</a>
8:30pm-10pm	<b>BASIC CLINICAL CONCEPTS I</b>  <b>Gladys Foxe</b>	133 West 72 <sup>nd</sup> Street Suite 604 212.721.4649 <a href="mailto:gfoxe@nyc.rr.co">gfoxe@nyc.rr.co</a>
	This course will include reading, discussion, and presentations of clinical work regarding patients who present pre-neurotic defenses and who often fall under the diagnosis of Borderline Personality Disorder. Etiology, symptomatology, common transference/countertransference themes, and treatment strategies will be discussed in relation to this challenging patient group. A variety of theories will be explored, with particular emphasis on Object Relations. Each student will present clinical case material and a written paper to demonstrate application of these theories to clinical situations.	
	This course addresses the basic concepts of psychoanalytic psychotherapy as they apply to clinical work, focusing on traversing early engagement, building a working alliance, using diagnosis-or not, and working with resistance, transference, counter transference, and other aspects of working in depth, We'll also take some side trips into fees, scheduling, timeliness and more.	

<b>Advanced</b>		
6:30pm-8pm	<b>**ELECTIVE**</b> <b>CONTEMPLATIVE  PSYCHOANALYSIS</b>  <b>Vanessa Bright</b>	29 West 36 <sup>th</sup> St, 5 <sup>th</sup> Floor 646.801.2799 <a href="mailto:VanessaBright@inbox.com">VanessaBright@inbox.com</a>
	<p>In this course, we will explore the intersection between mindfulness practice (including meditation) and psychoanalytic work. Cultivating a sense of spaciousness and presence, genuine connection, loving-kindness, and a recognition of our patients' "brilliant sanity" will be some of what we will explore in this experiential course. These ideas and techniques will be explored from the perspective of being used by the analyst, and also as techniques to help our patients discover their own sense of mindful awareness and self-acceptance.</p>	
8:30pm-10pm	<b>TRANSFERENCE-  COUNTERTRANSFERENCE I</b>  <b>Caryn Sherman-Meyer</b>	240 Central Park So. Suite 2A 212.969.9591 <a href="mailto:cshermanmeyer1@gmail.com">cshermanmeyer1@gmail.com</a>
	<p>Transference/countertransference has always distinguished psychoanalytic thinking and practice from other psychotherapy models. In this course, we will consider the historical development and transformation of transference and countertransference these concepts. Additionally, we will examine how evolving ideas about these concepts have mirrored significant changes in the field of psychoanalysis. Through assigned course readings and candidates' clinical material, we will compare Freudian, Kleinian and other classical models, Object Relations, Self-Psychology and Interpersonal Psychoanalysis, paying attention to how these different models influence the analyst's understanding and use of the patient's transference to create therapeutic change in the clinical setting. We will also explore the different ways in which the analyst's transference (or countertransference) has been understood and clinically utilized.</p>	
<b>Weekend</b>		
12/2, 12/9 12:30pm-4:30pm and 12/16 1pm-5pm	<b>RESEARCH &amp; ETHICS</b>  <b>Tarz Palomba</b>	220 Fifth Avenue, #300 201.618.9611 <a href="mailto:tarz.palomba@gmail.com">tarz.palomba@gmail.com</a>
	<p>This course will frame the ethical issues inherent in psychoanalytic practice, research and writing. It will present the codes of ethics that form the foundation of expected ethical practices and prohibitions and explore their application in the context of psychoanalytic treatment and writing. Readings touch on boundaries, confidentiality, love, money and sex. Candidates will gain insight into risk factors, legal and professional standards, and the implications of violating those standards.</p>	

## Late Winter/Spring 2018

3<sup>rd</sup> Quarter: 2/5/18-4/2/18 (no class 2/19/18)

4<sup>th</sup> Quarter: 4/16/18-6/11/18 (no class 5/28/18)

Registration Deadline for BOTH 8-week sessions: 1/8/18

### 3<sup>rd</sup> Quarter (Third 8 weeks) – 2/5/18-4/2/18 (no class 2/19/18)

Level & Time	Course & Instructor	Location & Contact
<b>Entry Level</b>		
6:30pm-8pm	<b>FREUD I</b>  <b>Cenk Cokuslu</b>	1133 Broadway, Suite 607 201.658.3649 <a href="mailto:cenk@cenkcokuslu.com">cenk@cenkcokuslu.com</a>
	This course will explore the origins of the Freudian psychoanalytic theory and technique. Fundamentally important analytic themes such as the Unconscious and the structure of the mind, the theory of sexuality, the Dreamwork, the conflict, affect, desire and their vicissitudes will be unraveled by focusing on Freud's seminal early writings. The theoretical aspect of the class discussions will be creatively enriched by including the reading of 'Wolf Man, one of Freud's most interesting case studies as well as Freud's readings of works of art.	
8:30pm-10pm	<b>READING COURSE IN SANDOR FERENCZI</b>  <b>Janet Sullivan</b>	2067 Broadway, Suite 25 212.874.2236 <a href="mailto:jansull@msn.com">jansull@msn.com</a>
	This course focuses on the work and importance of Sandor Ferenczi, one of Freud's most important contemporaries, who played a key role in both recognizing and focusing on early trauma. In addition to reading key works by this crucial early theorist, we will explore his renewed importance within contemporary psychoanalysis.	

<b>Advanced</b>		
6:30pm-8pm	<b>CONTEMPORARY PERSPECTIVES II: INTERSUBJECTIVITY</b>  <b>Hillary Grill</b>	141 East 33rd Street, Suite 1A 212.545.8482 <a href="mailto:hillarygrill@gmail.com">hillarygrill@gmail.com</a>
	This course will offer a more in depth analysis of concepts explored in Contemporary Perspectives I—Relational Psychoanalysis, including intersubjectivity, the analyst’s subjective experience and expression, enactment, mutuality, dissociation and self-states, and gender and sexuality. The focus will be theoretical understanding and applied technique. Readings, class discussions, and student presentations will be utilized to explore these and other concepts central to the relational perspective.	
8:30pm-10pm	<b>TRAUMA</b>  <b>Patricia Tidwell</b>	60 West 14 <sup>th</sup> Street 212.463.9778 <a href="mailto:Tidwell.phd@icloud.com">Tidwell.phd@icloud.com</a>
	Through a consideration of classic and contemporary trauma literature, attachment theory, and neuroscience, this course will explore the core dynamics of trauma survivors, treatment techniques, and its clinical application. Class discussion and student presentations will be integrated throughout, applying theory to case material.	

**4<sup>th</sup> Quarter (Fourth 8 weeks) – 4/16/18-6/11/18 (no class 5/28/18)**

<b>Level &amp; Time</b>	<b>Course &amp; Instructor</b>	<b>Location &amp; Contact</b>
<b>Entry Level</b>		
6:30pm-8pm	<b>FREUD II</b>  <b>Cenk Cokuslu</b>	1133 Broadway, Suite 607 201.658.3649 <a href="mailto:cenk@cenkcokuslu.com">cenk@cenkcokuslu.com</a>
	<p>Freudian theory has provided one of the most influential, and insightful narratives on the healthy mind and the psychopathology elaborating courageously on the complexities of the intrapsychic constellations and, as such, re-shaped and re-interpreted the understanding of the self, the other, the culture, and the civilization. In this class, the main ideas dominating Freud's later writings in relation to the loss, anxiety, madness, aggression, and libidinal forces will be reviewed with special emphasis on the evolution of the dual instinct theory. The dynamic interplay of the bindings and undoings of the death instinct will be explored in an attempt to comprehend the psychoanalytic concepts of masochism, therapeutic impasse and the limitations of the psychoanalysis.</p>	
8:30pm-10pm	<b>BASIC CLINICAL CONCEPTS II</b>  <b>Instructor &amp; Location TBA</b>	TBA
	<p>This course will draw explore basic tenets of psychoanalytic theory and practice. We will examine concepts of engagement, the transference-countertransference continuum, frame issues such as analytic contract, boundaries, fees, and specific analytic techniques and interventions including interpretation and neutrality, among other topics. Readings, class discussions and student case presentations will be integrated in order to illustrate these concepts.</p>	
<b>Advanced</b>		
6:30pm-8pm	<b>DREAM ANALYSIS II</b>  <b>Vanessa Bright</b>	29 West 36th St, 5th Floor 646.801.2799 <a href="mailto:VanessaBright@inbox.com">VanessaBright@inbox.com</a>
	<p>Since the 1950s, dreams have been seen more as a communication than as a means of disguise. We will explore all aspects of dream material, both manifest and latent content as it surfaces in associations. The class will use a group process format to work directly with the dreams that are presented. Readings will include contemporary writings on the use of imagination and imagery in clinical practice, the intersubjective nature of dream exploration, as well as Jung's concepts of archetypes and the collective unconscious.</p>	

8:30pm-10pm	<b>RESISTANCE</b>  <b>Alana Verber-Fein</b>	108 East 96 <sup>th</sup> Street Apt 14D 212.252.3123 <a href="mailto:alanafein@verizon.net">alanafein@verizon.net</a>
Participants will explore the clinical concept of resistance from various theoretical perspectives Classical and Contemporary Freudian, Object Relational, Self Psychological, Intersubjectivity, and Relational. Students will present clinical material each week highlighting course readings with the goal of enhancing theoretical and clinical understanding. The hope is that candidates will develop a deeper appreciation for the core challenges our patients face when involved in treatment with us. The tension between a wish to change on the one hand, while needing to stay the same on the other, and how meaning making, hopes and dreads within the treatment context take shape through various interactions, enactments, and the shadings of transference and countertransference.		
<b>Weekend</b>		
4/21/17, 4/28/17, and 5/5/17 10:30am-2:30pm both days	<b>**ELECTIVE** PSYCHOANALYSIS  AND CREATIVITY</b>  <b>Mari Grande</b>	Location TBA (917) 535-7576 <a href="mailto:hmarip@gmail.com">hmarip@gmail.com</a>
How do we think about our patients in a creative and contemplative way? Looking at how psychoanalytic thought has affected artist's aesthetics and their creative processes, this course reviews and discusses major theorists and artists, as well as explores our own experiences in the creative and psychoanalytic process. Class time will be spent discussing our readings in relation to student cases, self-experiences in treatment, as well personal creative processes. Contemporary psychoanalytic theory will be introduced as needed. We will discuss the readings but students are expected to bring in their experiences with patients. Expressive response to course content is encouraged.		



## **Instructor Bios:**

CLAUDIA BADER, MPS, LCAT, NCPsyA, LP. Private practice. Former Executive Director, faculty, supervisor, graduate, IEA. Adjunct faculty, Graduate Art Therapy Dept., Pratt Institute of Design. Creative Therapy Program, New School for Social Research. Former dancer and puppeteer.

VANESSA BRIGHT, L.Ac., LP, is a licensed psychoanalyst (IEA), and is a licensed acupuncturist with a Master's in Acupuncture from the Pacific College of Oriental Medicine (New York). Director of Education, IEA. She has a private practice near Herald Square where she integrates psychoanalytic work with her knowledge of Chinese Medicine, Buddhism, and somatic awareness. She is also a writer, an artist, and a singer.

CENK COKUSLU, MBA, LP, NCPsyA. Psychoanalyst with private practice in New York City. Executive Director, Faculty, Training Analyst and Supervisor, Institute for Expressive Analysis (IEA). Board Member, Faculty, Training Analyst and Supervisor, China American Psychoanalytic Alliance (CAPA). Instructor, National Institute for Psychotherapies (NIP). Member of Board of Trustees, National Association for the Advancement of Psychoanalysis (NAAP).

GAIL ELKIN-SCOTT, MPS, ATR-BC, LCAT, LP, Psychoanalyst and art therapist in private practice. Her developmental focus informs her work with adults of all ages. IEA graduate, Director of the IEA Consultation Center, faculty at New York Counseling and Guidance Institute.

GLADYS FOXE, Ph.D, LCSW, LP, Certified Psychoanalyst, in private practice with individuals, couples, and groups. Training Analyst, faculty, supervisor at IEA. Published seven articles in numerous professional journals and Winner of the Gradiva Award (Article Division) 2002. The winning article was: "But that was in another country, and besides...": Collision and Collusion in the Countertransference Between German Jewish-Descended Analyst and German Nazi-Descended Patient" Her most recent article, "Countertransference and the Heart of the Heroic: Working with a Journalist from China", appeared in *Psychoanalytic Perspectives* in 2011.

MARI GRANDE, MFA, MSW, NCPsyA, LCSW-R, LCAT, EMDR therapist. Psychoanalyst, licensed clinical social worker, licensed creative arts therapist in private practice in NYC and Brooklyn Heights working with individuals, families, and children. Director of Admissions and Faculty member at IEA.

HILLARY GRILL, LCSW is a psychoanalyst practicing in New York City. She is a supervisor and faculty member at the National Institute for the Psychotherapies (NIP), the Institute for Expressive Analysis (IEA) and the Stephen Mitchell Relational Study Center. She is the executive editor of the journal *Psychoanalytic Perspectives*, presents widely, has written articles, the book: *Dreaming for Two: the Hidden Emotional Life of Pregnant Women* and most recently the chapter "The Importance of Fathers" in the book *Clinical Implications of the Psychoanalyst's Life Experience: When the Personal Becomes Professional*.

TARZ F. PALOMBA JD LP NCPsyA is a psychoanalyst, attorney and mediator in private practice in New York City and New Jersey. A graduate of IEA and Fordham University School of Law, she formerly served as Vice President of Legal Affairs at Tiffany & Co. In addition to psychoanalytic therapy and EMDR with adults, she practices psychoanalytically-informed mediation with couples and families.

CARYN SHERMAN-MEYER, LCSW, is faculty, supervisor and training analyst at the National Institute for the Psychotherapies and other New York City analytic institutes. She writes, teaches and supervises about eating disorders, embodiment and the intersubjective field in psychoanalysis. In recent articles and presentations, she has examined the therapeutic action of bi-directional body-to-body communication between patient and analyst. Caryn offers individual, couple and group psychotherapy and psychoanalysis as well supervision in her private practice in New York City.

JANET SULLIVAN, LP, LCAT has had multiple associations with IEA: graduate, supervisor, instructor and board member, utilizing both words and music in many different ways. She also works with bereaved persons. She has worked inpatient in a psychiatric hospital. She has had a long career as a singer and pianist and has presented at numerous conferences and has published with EGPS.

CARTER THORNTON, LP, LCAT, MT-BC - Psychoanalyst and Music Therapist with clinical and supervision practices in New York City and Westchester County. Assistant Supervisor for Creative Arts Therapies and Child Life Services at NYU Hospital/Rusk Rehabilitation where his work focuses on applications of creative arts therapy and psychoanalytic frameworks within neurologic rehabilitation. He is additionally a clinical supervisor for New York University's Music Therapy Master's program and is former Program Chair of IEA's Board of Directors.

PATRICIA TIDWELL PhD LCSW is a graduate of PPSC where she is faculty, training analyst and supervisor as well as the W. A. White Organization Program. Private practice with adults, couples and groups. Works from an integrative perspective, combining intersubjective psychoanalytic theory with traumatology and EMDR. She has presented nationally and internationally on women's agency around fertility/infertility and motherhood as well as professional lives.

STEPHANIE VANDEN BOS, MSW, LCSW. Psychoanalyst in private practice in the Flatiron area of Manhattan. She works with adolescents and adults and provides therapy to couples as well as individuals. Graduated from the Institute for Contemporary Psychotherapy (ICP) and the Psychotherapy Center for Gender & Sexuality (PCGS).

ALANA VERBER-FEIN, LCSW-R, NCPsyA is a NYS Licensed Clinical Social Worker, a Fellow with the NYS Society of Clinical Social Work Psychotherapists and Certified by NAAP in Psychoanalysis. IEA graduate and active member of IEA for more than 15 years as a faculty member, supervisor, former Director of the IEA Consultation Center, and most recently, Chairperson of the By-Laws Committee. Teacher and therapist with the Chinese American Psychoanalytic Alliance (CAPA).

## REGISTRATION

### FEE SCHEDULE

Students taking One (1) or Two (2) Courses	\$275 per course + \$75 Registration Fee
Students taking Three (3) or More Courses	\$250 per course + \$75 Registration Fee
Registration Fee	\$75 per Semester (2 quarters)
Late Fee for Late Enrollment or Late Payment, including Partial Payment	\$75 per Semester (2 quarters)
Students Not Enrolling in Courses	\$75 non-registrant fee

One course = eight (8) weekly sessions.

Classes meet on Mondays from 6:30-8pm and 8:30-10pm, unless otherwise noted.

Payment is only accepted by credit card via the website [www.ieanyc.org](http://www.ieanyc.org). Current students will be informed when online registration is open.

### REGISTRATION DEADLINES

Fall Semester (first 2 quarters)	August 11, 2017
Spring Semester (second 2 quarters)	January 8, 2018

Please be sure to have your entire tuition and registration fee paid at registration to avoid a late fee. We reserve the right to cancel any course offerings that are under-enrolled. Your cooperation in registering as early as possible is appreciated. A late fee of \$75 will be assessed for any amount still outstanding after enrollment.

### NEW STUDENTS

In addition to completing the registration form, new students must apply either for full admission to the institute or for the Non-Matriculant Program. Individuals who wish to take only selected courses are welcomed by IEA as long as they meet the Institute's standards for admission. A maximum of three (3) courses may be taken in the Non-Matriculant Program. Credit for these courses is applicable to subsequent matriculation status.

**Director of Admissions:** Alana Verber-Fein 212.252.3123

## REFUND SCHEDULE

Canceling enrollment or changing registration must be done in writing to Cenk Cokuslu via email or postal mail at the addresses as follows:

[ccokuslu@gmail.com](mailto:ccokuslu@gmail.com)

201.658.3649

Cenk Cokuslu, LP  
303 5<sup>th</sup> Avenue, Ste 1103  
New York, NY 10016.

### REFUNDS

8-Week Courses	
<b>90% Refund if cancellation received <u>before</u></b>	
Fall Semester (1 <sup>st</sup> Quarter)	8/21/17
Early Winter (2 <sup>nd</sup> Quarter)	10/30/17
Late Winter (3 <sup>rd</sup> Quarter)	1/15/18
Spring Semester (4 <sup>th</sup> Quarter)	3/26/18
Cancellation after 1 <sup>st</sup> session	50% refund
Cancellation after 2 <sup>nd</sup> session	No refund

Weekend Courses	
Cancellation more than 2 weeks prior to start date	100% refund
Cancellation 2 weeks prior to start date	90% refund
Cancellation 1 week prior to start date	50% refund
Cancellation after 1 <sup>st</sup> session	No Refund (except in case of emergency, to be determined by Executive Committee)

### QUESTIONS?

Call Isaac Shamah, Dean of Training, (845) 641-9041, for questions about arranging a program or qualification to enroll in a particular course. Email [info@ieanyc.org](mailto:info@ieanyc.org) for questions about the curriculum or course content.

## **NOTICE OF POLICY OF NONDISCRIMINATION**

The Institute for Expressive Analysis admits candidates of any race, color, sexual orientation, gender identity and national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to candidates at the Institute. IEA subscribes to NAAP's Ethical Guidelines.