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INTERNATIONAL FACULTY REQUIREMENTS AND GUIDELINES

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ON THE ROAD TO BECOME AN INTERNATIONAL FACULTY MEMBER

General Statements

The international faculty of the IIBA is open for all qualified candidates.

The first step in the process of becoming an international faculty member is the acquisition of the status of local faculty member. For this step, the IIBA limits its role to offering guidelines to local societies and to coordinating faculty who will assist in this process at the local society level. Both the local society and the candidate applying to be appointed local faculty should know that the guidelines offered by the IIBA will also serve the Selection Committee in its work when the time comes for selecting candidates applying to become international faculty members.

The second step involves developing the required skills that an eventual candidate should go through before considering applying for international faculty status.

The third step involves submitting an application form (obtained from the IIBA office) and a curriculum vita to the Selection Committee. Some questions on the application will not be complete at the time of submission. It is the responsibility of the candidate to submit a completed application to the Selection Committee when the candidate has completed the entire process.

The fourth step involves co-leadership experiences, presentations at IIBA Conferences and circulation of an article among the international faculty.

The fifth step involves participation in a Professional Development Workshop with a member of the Selection Committee serving as faculty.

These steps are an attempt to preserve flexibility in the process of becoming an international faculty member; a flexibility that permits adaptation to regional and local diversities and yet applies explicitly known criteria of selection at the final step of appointing an international faculty member.

CRITERIA FOR THE SELECTION OF CANDIDATES TO BECOME INTERNATIONAL FACULTY MEMBERS

General Criteria

1. International faculty will be selected from the pool of local faculty.
2. The guidelines for the appointment of supervisors and local faculty will also be applied to the selection of international faculty.
3. Candidates need to complete an application form (to be obtained from the IIBA office) as well as develop their own curriculum vita and send both to the Selection Committee. Letters of recommendation from international faculty, local faculty and colleagues should also be included in their curriculum vita.
4. Candidates should appear in the professional environment as practicing bioenergetic therapists.

The following is a list of minimal teaching skills criteria and supportive skills criteria that will further assist the selection committee.

Minimal Teaching Skills Criteria

5. Ten years of experience as a CBT, five as a supervisor and an additional five years as a local faculty member.
6. Co-leadership experiences performed with and under the supervision of an international faculty member in a formal training program at different levels of the curriculum. The co-leadership experience must total a minimum of 10 full days of training. Written evaluations by at least two supervisors involved in the co-leadership experiences must be sent to the Selection Committee.
7. Two presentations at IIBA Conferences, one of which involves work with participants. A positive written evaluation for each presentation by an objective international faculty member must be sent to the Selection Committee.
8. An article to be circulated among the international faculty **to provide both clear positive and negative comments within 2 month of receiving applicant's circulated article." (added BOT 2006)**
9. Participation in at least one Professional Development Workshop with a member of the Selection Committee **being in the Faculty staff.**
Evaluation procedures will be keep in the large group presentation and in the following supervision setting: the faculty applicants were in their own Track 3 group and they could use their group leader as well as the other group members as support persons
They are required to come to the Track 1 group lead by a selection committee member and do a teaching session of approximately 1h30.
They are observed and evaluated by that person » (amended and added BOT 2006)
10. Knowledge of the work of Reich and Lowen and the theory of bioenergetic analysis including the following:
 - Mastery of character body reading
 - Mastery of body techniques
 - Mastery of character analytic techniques
 - Mastery of analytic processes such as resistance, transference, countertransference with an understanding of their underlying energetic process
11. Knowledge of the theory and practice in psychotherapy in general.
12. Knowledge of early developmental theories and modern research on early development.

13. Knowledge of group process and leadership skills.
14. Respect and awareness of the ethical standards of the IIBA and no pending filed ethical complaints.
15. A letter of recommendation to the Selection Committee from the local society to which the candidate belongs.

Other Desirable Skills and Recommendations

16. Sufficient mastery of English to facilitate integration and communication within the Faculty.
17. Basic ability to speak and understand one or two languages other than English to facilitate communication with other cultures.
18. Expertise related to the theory and/or practice of psychotherapy that will add to the knowledge of the members of the Faculty.
19. Administrative skills that will help in the creation and development of new societies.
20. Samples of teaching material (papers and other visual aids.)
21. Demonstration of a commitment to an ongoing personal and professional development.
22. Participation in continuing education workshops led by different faculty members to broaden the understanding of bioenergetics.
23. Additional co-leadership experiences and/or presentations seen and positively evaluated by different international faculty members. Candidates are encouraged to have multiple recommendations sent to the Selection Committee from these faculty members.

Exceptions

On occasion, there may be outstanding candidates who fit the profile of an international faculty member yet have not fulfilled all the requirements stated above. In such cases, the candidate may apply directly to the Selection Committee for consideration, stating specific reasons why he or she should be exempt from particular requirements. Final decision and approval will be the same as for all other candidates.

SELECTION PROCEDURE

Application

Candidates for the international faculty must submit a completed application form and a curriculum vita to the Selection Committee. The candidate will also have written evaluations and letters of recommendation sent to the Selection Committee by supervisors, local faculty members, international faculty members, and colleagues who have observed the candidate in co-leadership experiences, presentations at IIBA Conferences, Professional Development Workshops and any other setting.

The Selection committee will inform the faculty and the Board members as soon as a candidate has submitted an application form.(added BOT 2004)

The Selection Committee will review completed applications and send a composite for each candidate to the members of the International Faculty and the Board of Trustees.

Members of the International Faculty and the Board of Trustees will have three months to offer comments to the Selection Committee for each candidate based on objective information given to them by the Selection Committee. The Selection Committee will consider all comments from the faculty and board members **(regardless if they are positive or negative) and will work them out in the form of a resume who will be forwarded to the applicant, thus covering the identity of the sender and offering him the possibility to reply if necessary.**

The Selection Committee will continue to work with the **applicant to reconcile the objections introduced by the faculty and board members with the response from the applicant.**

The Selection Committee will reach on this basis, his own decision about the adequacy of the candidate, in the form of a final recommendation. (added BOT 2004)

The Professional Development Workshop

The candidate will participate in a Professional Development Workshop. He or she will work in a group with advanced post CBT students and other candidates for the international faculty. One member of the Selection Committee will serve as faculty for this advanced group. Each year, the members of the Selection Committee will rotate turns, offering candidates other opportunities to be evaluated if he or she had a poor experience with any particular member of the Selection Committee.

The Selection Committee

The Selection Committee is composed of three international faculty members who are appointed by The Executive Committee for two year terms with a limit of two terms for each member (except during the transition period when one committee member will be allowed to serve for five years). An individual must be off of the committee for two terms to be eligible for another two terms on the committee.

In order to assure both continuity on the committee and turn-over in total composition, the following process will be employed to stagger the terms:

All individuals appointed to the committee in 1999 will have their terms expire at the end of 2001. If present members choose to continue to serve, one individual will be appointed for three years, one individual for two years, and one individual for one year. The three year extension will be offered to the member presently serving on the committee with a four year term. The two year extension and one year extension will be offered to the other two members presently serving on the committee with two year terms. The Vice President for Teaching will randomly choose which member is offered the one year term and which member is offered the two year term. All extensions will be viewed as second terms.

After 2001, all terms will be for two years with the opportunity to serve a second term.

Members on this committee are chosen on the basis of their long involvement in bioenergetics and their experience with international teaching. Committee members will not make decisions on candidates with whom they have a personal or professional involvement. In such instances a substitute international faculty member will serve on the committee on decisions involving the candidate.

The Final Appointment

The Selection Committee will make a recommendation to the Executive Committee after completing a review of all materials received for an applicant. The final decision will be approved by the Executive Committee, on behalf of the Board of Trustees.

Readmission to the International Faculty

The applicant will write a letter to the Selection Committee, stating the reasons and circumstances for leaving IIBA and the reasons and circumstances for reapplication. The applicant also needs to include information in this letter about his or her involvement in bioenergetics (presentations, client load, etc.) during the time since leaving the faculty. The Selection Committee will review this letter and send a composite for each candidate to the members of the International Faculty and the Board of Trustees.

Members of the International Faculty and the Board of Trustees will have three months to offer comments to the Selection Committee based on objective information given to them by the Selection Committee. The Selection Committee will consider all comments from the faculty and board members and continue to work with the applicant, if necessary, to clarify any objections introduced by the faculty and board members.

The Selection Committee will make a recommendation to the Executive Committee after completing a review of all materials received for an applicant. The final decision will be approved by the Executive Committee, on behalf of the Board of Trustees.

GUIDELINES FOR LOCAL AFFILIATED SOCIETIES TO APPOINT SUPERVISORS

The following is to serve as guidelines, not to establish rigid rules and regulations for the appointment of supervisors by local affiliated societies. Each local society will evolve in a unique way with needs and differing governing structures and personalities. These guidelines are suggestions for minimum requirements. Some societies may wish to add additional requirements and some societies may choose to lessen the requirements. It may be necessary for societies in their early stage of development to make these requirements less severe until a later date in their evolution.

Guidelines

1. The appointment of supervisors should be the function of the Local Teaching Committee. The Local Teaching Committee should include the local faculty, existing supervisors, C.B.T.'s and student representatives and other members the local society may wish to include such as the international faculty, etc. The Teaching Committee or representatives of this committee must have direct observation of the applicant functioning as a supervisor in order to make their final appointment.
2. The applicant should have functioned as a certified bioenergetic therapist for 5 years before being appointed as a supervisor.
3. The applicant should have specific training to become a supervisor. Training for supervision may be offered by local societies and/or by the IIBA faculty. The training for supervision shall consist of a minimum of 50 hours beyond the date of certification.

The following is a list of personal qualities and psychotherapeutic skills that supervisor applicants should possess:

Personal Qualities

4. A high degree of maturity, integrity, self possession and groundedness in his or her personal and professional life.
5. An ability to serve as a good role model for supervisees.
6. A highly developed sense of ethics.

Psychotherapeutic Skills

7. A profound knowledge of bioenergetic analysis including an understanding of theory, body analysis, character analysis, techniques, etc.
8. An ability to empathize with the supervisee and encourage him or her to evolve their own therapeutic style.
9. Capacity to have an overview of the therapeutic process in all stages of therapy.
10. Capacity to observe and comment on transference and countertransference dynamics in a supportive and nonthreatening way.
11. Capacity to give clear and meaningful feedback in all areas of the therapeutic relationship.
12. Knowledge of related theoretical material along with the ability to teach and explain these points of view.
13. An ability to recommend appropriate reading material when necessary to make up for gaps in the understanding of the supervisee.

GUIDELINES FOR LOCAL AFFILIATED SOCIETIES TO APPOINT LOCAL FACULTY

The following is to serve as guidelines, not to establish rigid rules and regulations for the appointment of local faculty by local affiliated societies. Each local society will evolve in a unique way with unique needs and differing governing structures and personalities. These guidelines are suggestions for minimum requirements. Some societies may wish to add additional requirements and some societies may choose to lessen the requirements. It may be necessary for societies in their early stage of development to make these requirements less severe until a later date in their evolution.

Guidelines

1. The appointment of local faculty should be the function of the Local Teaching Committee. The Local Teaching Committee should include the international faculty members, local faculty members, existing supervisors, C.B.T.'s and student representatives and other members the local society may wish to include. The Teaching Committee or representatives of this committee must have direct observation of the applicant functioning in the role of local faculty in order to make their final appointment.
2. The applicant should have functioned as a certified bioenergetic therapist for 5 years and should have functioned as a supervisor for an additional 3 to 5 years before applying to become a local faculty member.
3. For the duration of these 8 – 10 years, the applicant should be involved in post certification continuing education for at least 18 hours of education per year. The continuing education should include a focus on performing as local faculty for at least the last 3 years of education. Another option we recommend is to have the applicant repeat the certification training program as an assistant to existing local and international faculty as part of their training to become a local faculty member.
4. Local faculty aspirants should have demonstrated an interest and involvement in the life and growth of their local societies.

The following is a list of personal qualities and psychotherapeutic skills that local faculty applicants should possess:

Personal Qualities

5. A high degree of maturity, integrity, self possession and groundedness in his or her personal and professional life.
6. An ability to serve as a good role model for students.
7. A highly developed sense of ethics.
8. A positive attitude towards knowledge and growth including a dedication to his or her own continuous personal growth process.
9. An ability to enjoy and bring passion to his or her teaching.
10. An ability to listen, empathize and confront in a caring manner along with other positive communication skills.

Psychotherapeutic Skills

11. A profound knowledge of bioenergetics analysis including an understanding of theory, body analysis, character analysis, techniques, etc.
12. A grounded understanding of analytical techniques.
13. An ability to work with resistance as well as transference and countertransference issues.
14. Familiarity with other psychotherapeutic theories and research including early developmental approaches.

Group Facilitating Skills

15. A basic knowledge of group dynamics and organizational skills to facilitate teaching and learning in groups.

CONTINUING EDUCATION FOR INTERNATIONAL FACULTY

Continuing education within the international faculty serves a functional need for pleasure, expansion and personal and professional development. These needs are similar to therapy growth needs. While continuing education within the faculty is not mandatory, it is highly recommended that all faculty members pursue this. The following structure is suggested to make continuing education within the international faculty a more desirable goal to achieve.

1. Creating a workshop in conjunction with faculty business meetings. As business demands become more minimal, this becomes more feasible. An international faculty member(s) will take responsibility to design this workshop — to establish times, design small and large group activities, appoint facilitators, etc. This offers the international faculty member(s) space to be creative while also addressing the expressed needs of the faculty for specific topics to be covered such as:
 - a. Personal work in small groups
 - b. Issues encountered in the multi-dimensions of our job as international faculty members
 - Curriculum problems
 - Ethical issues
 - Political issues
 - Administrative problems
 - Issues related to students in training
 - c. Co-related bioenergetic topics to broaden out theoretical knowledge
 - Early development issues
 - Borderline personality
 - Trauma
 - Transference and countertransference
 - Legal issues
 - d. A personal growth workshop with Alexander Lowen could be integrated into the workshop as an option for some, providing Dr. Lowen agrees.
2. Creating local or regional sub-groups based on the U.S.A. West Coast Group that call themselves the “79 ERs.” This group meets twice a year for 4 days. They assist each other with personal growth issues as well as interpersonal problems that arise between group members. They also address teaching problems that arises from their personal characterological limitations.

ANNEX 1 - Application Form to become a Member of the IIBA Faculty

Please download the form from the IIBA website : www.bioenergetic-therapy.org

- login to the IIBA website,
- go on menu item : “**Members** → Committee & Documents”
- Click on image “Faculty”
- The form is on top of available documents and the link for downloading the document is below the picture.