

# **PARTICIPANT ADMISSIONS & PROMOTIONS CRITERIA Edition 2017**

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## ISAP PARTICIPANT ADMISSIONS & PROMOTIONS CRITERIA

**Edition 2014** These *Criteria* update and replace all foregoing versions, and remain in effect until revised by the ISAP Participants Assembly. The amendments incorporated here were approved by the ISAP Participants at their meetings on 9 February, 2008; 18 October, 2008; 7 February, 2009; 6 March, 2010; 20 Oct. 2012; 8 March, Oct 25, 2014.

### 1 THE BASICS—PARTICIPATION & TRAINING STATUS

To take part in the training as an ISAP Participant means being part of the faculty and the body that governs the school, with all the rights and duties as set forth in the ISAP Organization Guidelines and in this document. AGAP membership is the basic prerequisite, followed by admission to ISAP as a Participant Graduate Analyst (GA). Transfer of existing training status is considered on a case-by-case basis. Application for AGAP membership can be made through the Membership Secretary at office@agap.info; or at AGAP Secretariat / Postfach / 8044 Zürich, Switzerland.

Both the admission of new Participants, and the conferring of further training status, are governed by the principles of the separation of powers, self-initiative, and peer evaluation.

The required application forms are downloadable at [www.isapzurich.com](http://www.isapzurich.com). Applications are managed by the Promotions Committee and are subject to vetting as well as to the ISAP Participants' non-objection. All procedural details follow in the coming pages.

#### 1.1 General Prerequisites

Whether applying for admission as a Participant/GA, or for promotion, each applicant must fulfill the following basic prerequisites:

1. The applicant for Participant/GA is a member of AGAP in good standing; the applicant for promotion to TA or TA/SA is an ISAP Participant in good standing. "Good standing" means that the applicant:
  - a. upholds the rules of AGAP membership and/or ISAP participation;
  - b. is up-to-date with the payment of AGAP membership dues and/or ISAP participation fees;
  - c. upholds the code of ethics and is free of pending or unresolved ethical charges.

#### 1.2 General Rights

Each ISAP Participant enjoys the binding rights to:

1. take part in the annual Participant Assembly, the Mid-Year Assembly, and all supplementary ISAP meetings
2. run and vote in the election of leaders and committee members;
3. object to the admission of new Participants and colleagues' promotions; vote on the curriculum, budget, organizational structure, and further matters that are not reserved to other authorities (AGAP, IAAP, Charta, etc.)
4. apply for promotion to Training Analyst (TA) and Supervising Analyst (TA/SA)
5. conduct training, according to the limits of status and/or applicable psychotherapy practice/training laws; in particular—for training candidates who aspire to psychotherapy practice licensing in Switzerland—analysis, supervision and case colloquia are accredited only when conducted by analysts who fulfill the Charta requirements
6. receive remuneration for work done on ISAP's behalf, according to the point system as determined each year by the annual Participant Assembly

### 1.3 General Duties

A Participant's general duties are determined by his/her selection of a participation category (mandatory). The participation fee for Category B is higher than that of Category A, providing financial support in place of the active participation required of Category A Participants. The category can be changed upon request, with the new one taking effect at the beginning of the fiscal year (January 1st):

1. Category A Duties include upholding the ISAP Organizational Guidelines,\* regular teaching/examining at ISAP and/or service on committees or actively assisting committee endeavors; attending the annual Participant Assembly; timely payment of the annual participation fee in the amount determined by the Participant Assembly (or formal request for a reduction or waiver).
2. Category B Duties include: upholding ISAP Organizational Guidelines,\* timely payment of the annual participation fee in the amount determined by the Participant Assembly.

\* The *Organizational Guidelines* can be downloaded at [www.isapzurich.com](http://www.isapzurich.com).

## 2 GRADUATE ANALYST (GA)

### 2.1 Admission as Participant/GA

The GA is a graduate analyst and AGAP member whose formal participation in ISAP-ZURICH signals his/her initial commitment to support the training program. GA admissions are finalized by acclamation twice annually: at the ISAP Participant's Annual Assembly in the spring, and at the ISAP Participant's Meeting in the fall.

### 2.2 Rights

1. In addition to the general rights of ISAP participation the GA may serve on most committees and carry out administrative work. Provided that the necessary expertise in the relevant areas is evidenced, he/she may apply for appointment as an expert in exams, examiner in specific subjects, and evaluator of symbol papers required for the training.
2. The GA's analysis/psychotherapy with trainees entering the diploma program is counted toward the 50 hours required prior to the commencement of training; after the Propaedeuticum, and upon the trainee's request, the Admissions Committee will consider special circumstances that warrant the recognition of an additional 50 hours.
3. The GA may apply for promotion to Training Analyst.

### 2.3 Duties

In addition to carrying out his/her general duties, the GA who aspires for promotion to Training Analyst (TA) is strongly encouraged to take part in a Jungian intervision group. He/she is further expected to gain at least five solid years of clinical experience continuing beyond the date of graduation from Jungian training, in private practice and/or elsewhere. The GA is advised to keep careful records of all such activity, which is prerequisite to and considered as part of the promotion application.

## 3 ASSOCIATE ANALYST (AA)

### 3.1 Transitional Status

This status is no longer conferred, but recognized for those who held it as per November 2005.

### 3.2 Rights

1. In addition to the general rights of ISAP participation the AA may serve on most committees and carry out administrative work. Provided that the necessary expertise is evidenced, he/she may register to sit as an expert in exams; may function as an examiner in specific subjects; and may be an evaluator of symbol papers required for the training.

2. An AA is entitled to conduct up to 200 accredited hours of analysis with trainees provided the minimum of 100 hours with a TA is accounted for.
3. The AA may apply for promotion to TA.

### **3.3 Duties**

In addition to carrying out his/her general duties, the AA who aspires for promotion to Training Analyst (TA) is strongly encouraged to take part in a Jungian intervision group. He/she is further expected to gain at least five solid years of clinical experience continuing beyond the date of graduation from Jungian training, in private practice and/or elsewhere. The AA is advised to keep careful records of all such activity, which is prerequisite to and considered as part of the promotion application.

## **4 TRAINING ANALYST (TA)**

### **4.1 Promotion Prerequisites & Criteria**

1. An analyst may apply for promotion to TA after he/she has been recognized as a GA or AA and when he/she has conducted at least 5 years of analytical practice since graduation.
2. The applicant is expected to demonstrate his/her relationship to analytical psychology, particularly for instance in his/her approach to such contents as dreams, imagination, the collective unconscious and the archetypes. The applicant must be able to demonstrate a working knowledge of transference and counter-transference.
3. The applicant provides a record of 5 years of analytical practice, and of professional activities undertaken since graduation, with mention of on-going casework and reference to experience with different genders, age groups, cultural backgrounds and types of pathology. Also to be included is other relevant experience such as teaching, participation in Jungian intervision and/or continuing education in analytical psychology. The application must further include:
  - a. The form "Recommendation for Promotion to Training Analyst" from 2 Training Analysts and/or Supervisors (TA/SA) of ISAPZURICH confirming thereby the applicant's qualification (to be received by the PromCom)
  - b. The applicant's written explanation of the reasons why he or she wishes to become a Training Analyst, fields of interest, strengths and limitations (max. 100 words)
  - c. an oral case discussion with the Promotions Committee; this should concern a long-term analysis, if possible.
4. Recommendation for promotion is subject to the PromCom's thorough consideration of the written application and case discussion, as demonstrate the applicant's range and depth of experience in the analytical practice, and his/her suitability to conduct training analysis. Recognition as TA is further subject to the ISAP Participants' non-objection.
5. In the absence of legitimate objection, recognition as TA follows with the acclamation of the Annual Participants Assembly. New TAs are kindly requested to attend this Assembly.

### **4.2 Rights**

1. In addition to the general rights of ISAP participation, the TA is entitled to conduct an unlimited number of accreditable hours of analysis with trainees.
2. The TA may apply for promotion to Supervising Analyst, and for this purpose is advised to view the supervision training guidelines below.

### 4.3 Duties

1. In addition to carrying out his/her general duties, the TA actively and demonstrably commits him/herself to ISAP by any of the following means:
  - a. regular teaching activities, that is, teaching at least once yearly;
  - b. regular participation in continuing education sponsored or approved by AGAP or ISAP (this is offered, for example, at each AGAP Forum, at the IAAP Congress, and from time to time at ISAP);
  - c. regular participation in a Jungian intervision group;
  - d. for colleagues living outside of Switzerland: primary society membership held with AGAP (dues and voting right with IAAP).
2. The TA who conducts analysis with ISAP trainees outside of Europe must be able to evidence his/her coverage with malpractice liability insurance.

## 5 SUPERVISING ANALYST (TA/SA)

### 5.1 Promotion Prerequisites & Criteria

1. Promotions to TA/SA are finalized by acclamation once per year, at the Annual Participants Assembly in the spring.
2. An analyst may apply for promotion to TA/SA after he/she has been recognized as a TA, as a rule for a minimum of two years and has participated in the required supervision training or has been practicing as a recognized supervisor for a minimum of five years.
3. Recommendation for promotion as Supervising Analyst is subject to the PromCom's thorough consideration of the applicant's range and depth of experience in the analytic practice, looking in particular for
  - a. his/her knowledge of group processes and dynamics, as well as demonstrating the capacity to lead a group
  - b. his/her understanding of the role of supervisor and showing the distinct capability to conduct supervision, and
  - c. the continued development of the individual (analyst) to combine theory and practice in contributions to the field in the form of teaching and/or publishing.
4. Application is made using the form available at [www.isapzurich.com](http://www.isapzurich.com). This requires a record of supervision training and 7 years of analytical practice. Also to be included is an overview of other professional activities undertaken since promotion to TA, with mention of experience that demonstrates the above qualifications. The application further requires:
  - a. the Promotion Committees's recommendation, and non-objection by the ISAP Participants
5. In the absence of legitimate objection, recognition as SA follows with the acclamation of the Annual Participants Assembly. New TAs/SAs are kindly requested to attend this Assembly.

### 5.2 Rights

1. The TA/SA enjoys all the general rights of ISAP participation, the full rights of the TA, and is further entitled to function as supervisor and colloquium leader.
2. Membership on the Promotion Committee is reserved to TA/SAs.

### 5.3 Duties

1. In addition to carrying out his/her general duties, The TA/SA continues to demonstrate active commitment to ISAP through his/her regular committee work, teaching, supervision, intervision, own continuing education etc.

2. The TA/SA who works with ISAP trainees outside of Europe must be able to evidence his/her coverage with the malpractice liability insurance.
3. After 5 – 10 hours of supervision it is recommended that the supervisors invite the candidates to comment on their experience, what has been beneficial and what was lacking.

## **6 GUIDELINES FOR SUPERVISION TRAINING**

These *Guidelines* enhance the general requirement for supervision training with a concrete framework and specific criteria, thereby aiming to: (1) insure the best possible training for TAs who aspire to become Supervisors; and (2) provide the Promotions Committee (PromCom) with objective measures that support its consideration of qualification for promotion.

### **6.1 General Recommendations**

It is recommended that all supervision training include 18 months of supervised practical supervision with candidates and theoretical study that covers the following fields:

- Fundamentals of supervision: framework, methods and models
- Specific Jungian aspects
- Psychiatric aspects
- Transference and countertransference
- Trauma
- Legal and ethical questions
- Ego disturbances (Selbstwertstörungen)
- Group processes

### **6.2 Prerequisites**

#### **6.2.1 Training Status**

Analysts may apply for promotion to Supervisor after they have been recognized as Training Analysts for a minimum of two years and have participated in the required supervision training.

#### **6.2.2 Recognized Training**

1. The supervision training recognized by ISAP to date is based on the SGAP program. ISAP analysts who train in the SGAP program need not complete the whole, but may select courses that are relevant for the supervision of diploma candidates. (It should be noted that ISAP is primarily concerned with supervisors who will work with candidates. Courses within the SGAP program that are concerned with organizations and institutions are not essential for promotion.)
2. Analysts who are unable to participate in the SGAP program may design their own individual supervision training. Their proposals must demonstrate equivalency to the above recognized training, and must be accepted by the Promotions Committee (PromCom). Analysts who choose this option are strongly advised to consult with the PromCom on the matter of equivalency well ahead of committing to training.
3. *Only after* notifying the PromCom that they have begun supervision training may analysts begin to supervise ISAP diploma candidates. At that time they are designated Supervisor-in-Training (SiT).

#### **6.2.3 Promotion Procedures**

Analysts apply for promotion to Supervisor (TA/SA) by sending the PromCom the appropriate form (downloadable at [www.isapzurich.com](http://www.isapzurich.com)). A certificate or letter of completion for supervision training must be included. When the PromCom is satisfied that applicants are adequately qualified, it follows the regular procedures as delineated.

### **6.3 Duties Following Promotion**

Following promotion, Supervisors uphold the duties delineated in above, in brief:

1. Supervisors continue to demonstrate active commitment to ISAP.
2. Supervisors who work with ISAP candidates outside of Europe must provide evidence of their coverage with the malpractice liability insurance that applies in their region of practice.

## **7 APPLICATION FOR PARTICIPATION AND PROMOTION<sup>1</sup>**

### **7.1 Basic Application Procedure**

New Participants of ISAPZURICH with the status of Graduate Analyst (GA) are admitted twice yearly: at the Participants Meeting, and at the Annual Assembly. Participants are promoted to Training Analyst (TA) or Supervising Analyst (TA/SA) once each year, at the Annual Assembly. Application is made using the respective application form, available at [www.isapzurich.com](http://www.isapzurich.com)

#### **Core Documents**

- a. *Organizational Guidelines ISAPZURICH*
- b. *Training Regulations IFR, IPR, Charta*
- c. *Guidelines for the Conduct of Supervised Case Work*
- d. *ISAP Participant Admissions and Promotions Criteria*
- e. matters arising and resolved are addressed in the *ISAP Annual Report*, the Minutes of the Annual Participant Assembly and Mid-Year Assembly, and interim communications. These are routinely sent to Participants and will otherwise be sent upon request by the Secretary of the ISAP Council.

### **7.2 Vetting and Notification**

1. The Promotions Committee (PromCom) requests the AGAP Membership Secretary's confirmation that applicants are AGAP members, and are up to date on their dues payments.
2. The PromCom requests confirmation from the AGAP Ethics Committee Chair that applicants are free of ethics claims, and/or are not undergoing ethics proceedings, and/or have been absolved of such claims.
3. Should delivery of the above confirmations be refused, the PromCom informs the applicant that his/her application is declined for this reason, and that re-application is possible when the confirmations become available.
4. Applicants for promotion to TA must have successfully completed their interviews with the Promotions Committee.
5. Subsequent to its vetting process, the PromCom announces the names of recommended candidates at least 6 weeks in advance of Participant assemblies. The announcement includes instructions for the Participants' approval and objection. Objections must be lodged within 2 weeks of the PromCom's announcement date; see procedures below.
6. In the absence of objection applicants are approved. The PromCom provides their names to the IC Secretary, in due time for sending with the assembly invitation; and to the Director of Operations, including copies of the application forms.

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<sup>1</sup> The procedures contained here serve, first, as a "safety-net" for the possibility of gross misconduct that the Promotion Committee is not privy to. In addition, they reflect the spirit of an open democratic process. Approval by the acclamation of the entire assembly of analysts is a collective welcoming and affirmation of colleagues to their new status in the group.



7. The PromCom insures that new ISAP Participants receive letters of welcome and are invited to the assembly; it sends letters of congratulations to colleagues approved for promotion.

### **7.3 Affirmation by Acclamation**

The PromCom introduces new and promoted Participants at the assemblies and requests the assembly's affirmation by acclamation, i.e., by a show of hands.

### **7.4 Objection, Right of Repeal, Re-Application**

1. Should ISAP Participants see the need to object to the admission or promotion of a particular applicant, they must provide well-grounded reasons in writing with their original signature. Objections are sent within two weeks of the Promotion Committee's announcement date to the Promotions Committee Chair by postal mail only, and marked "confidential." Objection from the floor is not accepted.
2. Objection on the basis of personal antipathy is not accepted. Objection on the basis of alleged violation of the Ethics Code is not accepted. (See point 4 below.)
3. Objections are handled within the confidence of the parties concerned, and can be made exclusively in the presence of (a) violation of the AGAP Constitution, the ISAP Organizational Guidelines and/or the Admissions and Promotions Criteria; and/or (b) grave doubt about professional competence or capacity to conduct professional practice.
4. Participants holding evidence of ethics violations lodge their claims with the AGAP Ethics Committee. In case of doubt, clarification may be sought with the ISAP Ombudspersons, who will advise as to whether or not claims belong with the Ethics Committee. The processing of ethics claims is reserved exclusively to the Ethics Committee.
5. The PromCom considers the validity of objections, and also processes appeals, involving the Ombudspersons as needed throughout to support objectivity and conflict resolution.
6. Should the PromCom find an objection to be without merit, it informs the objector accordingly and announces the applicant by the earliest possible deadline.
7. Should the PromCom find an objection to be well grounded and deserving of clarification, it suspends the application in question and informs the applicant accordingly. The PromCom further informs the applicant of his/her right to either withdraw application, or to undertake appeals. Depending on the outcome of appeals, applications may be postponed or rejected.
8. In case of rejection, re-application will be considered at the next possible date.

Accordingly, the PromCom presents for the assembly's affirmation only those applicants that it can recommend.

## **8 RENEWAL TA/SA STATUS**

The PromCom renews the TA and SA status every 7 years after the accreditation of the CH-program. Analysts seeking renewal of their status are then required to submit a report to the PromCom on their activities and interests in Analytical Psychology and in the training of Jungian analysts. Upon receiving such a report, the PromCom confirms the renewal of the status or, if there are questions, requests a personal meeting with the analyst.

## **9 EMERITUS PARTICIPANT**

The status of "Emeritus Participant" (EP) honors colleagues who—due to age or other well-grounded reasons—withdraw as regular Participants following their substantial work in support of ISAP's functioning and well-being. It is the privilege of the ISAPZURICH Council (IC) to offer the status to such colleagues. EPs are regularly invited to

the Opening Tea and graduation ceremony; they may attend public lectures at no cost (excluding the Jungian Odyssey, the Zurich Lecture Series, the Märztagung and the like); and they regularly receive email announcements pertaining to the semester program.

Signed, President, Deborah Egger, February, 8, 2017