



Training Analyst Committee Policies and Procedures

GOALS:

- I. To promote the development and appointment of graduate analysts to the position of training analyst.
- II. To promote and meet the requirements of the Accreditation Council for Psychoanalytic Education (ACPE) in the conducting of training analyses, analytic education consultation of clinical associates, and teaching in continuous case conferences.
- III. To provide consultation, if requested, for all faculty committees, especially in matters of admission, progression, curriculum and graduation.
- IV. To provide a platform for open and collegial discussion regarding issues adversely affecting SPSI, its committees and students.
- V. To provide a platform to discuss international, national and local issues relevant to psychoanalysis and SPSI, such as: theoretical or scientific advances, and economic and cultural change.

POLICIES:

- I. To periodically evaluate the TA application requirements and procedures.
- II. To conduct inquiry into the methods of teaching for educational analytic consultation for clinical associates in consultation and case conferences.
- III. To periodically evaluate the policies and procedures of this committee.

PROCEDURES:

- I. The TA Committee will usually meet the fourth Wednesday of September, October, January, March, April, May and June if circumstances require a June meeting.



**Guidelines For Support and Communication
Between Faculty and Associates
at Times of Trial and Tribulation at SPSI**

TRAINING ANALYST (TA) COMMITTEE:

Should a training analyst find him or herself the respondent of an ethical investigation or involved in any other potentially compromising situation, it is strongly recommended that they seek professional consultation to:

- Assess the potential impact of the investigation or event on his or her ability to function in their role as Training Analyst to Associates, and/or as Education Consultant to Associates, and/or as teacher in SPSI seminars and case conferences, and/or as a committee member.
- Determine whether it is advisable to reveal the investigation or event to their Associate-analysand(s), and how to best mitigate any deleterious effects on their training analyses.
- Determine if he or she should excuse themselves from teaching, committee participation, and/or associate consultation, should distraction from the investigation or event become burdensome, or if sudden departure from such roles is expected to cause irreparable damage to Associates.



Training Analyst Application and Evaluation Procedure

The applicant will contact the chair of the Training Analyst Committee, who will arrange for a review of the experience and readiness of the applicant by the Training Analyst Committee. The applicant may apply for a waiver of any of these criteria.

I. Experience and Readiness Criteria

- a. The applicant must have graduated five years or more from a member institute of the American Psychoanalytic Association or a member institute of International Psychoanalytic Association.
- b. The applicant must be certified by the American Board of Psychoanalysis or its equivalent, as determined by this committee.
- c. The applicant must have had immersion in independently conducted psychoanalyses in the five-year period prior to evaluation. The minimum requirement would be 4 (four) independently conducted cases each year during the five year period prior to the application. The applicant must show an ability to keep cases in psychoanalysis, and have, at least, two cases of different genders who remain in psychoanalysis.
An alternative approach would be for this immersion requirement to be fulfilled by the applicant having performed 3,500 post graduation hours of independently conducted analyses and counting no year that has fewer than two cases.
- d. Most analyses should be conducted at five to four times per week frequency, although some cases, at three times per week, will be accepted.
- e. The applicant must have experience with analytic termination.
- f. The applicant must demonstrate an active involvement and competence as a teacher of psychoanalysis within the institute as generally reflected in teacher and course evaluations. If the applicant has just moved here, his or her teaching activity in the previous institute would be ascertained.
- g. The applicant must demonstrate active service and involvement in institute activities and committees: at least one activity each year in addition to generally participating in the Faculty meetings. If the applicant is from out of town, the applicant's history of previous institute service and involvement should be determined.
- h. The applicant must be a faculty member of SPSI
- i. The applicant must demonstrate professional and ethical analytic behavior. The Panel, when indicated, will contact:
 - (1) The appropriate professional board of the Washington State Department of Health.
 - (2) The appropriate professional National Data Bank
 - (3) The SPSI Ethics Committee--Only findings, not allegations, will be considered.

- j. The applicant must also demonstrate an interest in his/her analytic maturation by activities such as:
 - (1) Involvement in psychoanalytic teaching in other settings, e.g. universities, medical school.
 - (2) Research and scholarship, e.g. publications
 - (3) Study group membership and involvement
 - (4) Ongoing continuing education, by attending at least 200 hours of post graduation psychoanalytic meetings, e.g. institute sponsored symposia and colloquia, semi-annual scientific meetings of the American Psychoanalytic Association or the International Psychoanalytic Association scientific sessions.
 - (5) Participation in the American Psychoanalytic Association or International Psychoanalytic Association committees, task forces, study groups, etc.
- k. The applicant must participate in a T.A. Preparatory Study Group for at least nine months. This study group will be administered and taught by at least one T.A. and will cover the topics of: (1) Individual consultation, (2) Training Analyses (problems and issues peculiar to it), and (3) Group supervision, including group psychodynamics, e.g. case conference

II. **The Training Analyst Committee**

If there are questions regarding the professional or ethical behavior of the applicant or satisfaction of the experience and readiness criteria, the applicant will be notified of these concerns and given an opportunity to respond.

The T.A. Committee will review all materials and, within a period not to exceed four meetings, will render a decision by a simple majority of the members present on the following questions.

- a. Have the experience and readiness criteria been met?
- b. Has the applicant demonstrated professional and ethical analytic behavior? If the committee finds there are concerns regarding ethical behavior, the application is referred to the Ethics Committee for evaluation.
- c. Is there evidence of any impairment that would interfere with the applicant functioning as a treating or consulting TA?
- d. Is there evidence of poor clinical judgment?
- e. Has the applicant demonstrated a capacity to work effectively with committee and other faculty members?

Hearsay evidence will not be allowed. All opinions must be based solely on behavior directly observed by a member of the committee or a written and signed statements by non-committee individuals.

If the majority of the T.A. Committee members present vote affirmative on questions a-f, then the applicant will be referred to the Clinical Panel. If the Training Analyst Committee is unable to decide within four meetings the matter will be referred to the Education Committee.

III. Clinical Panel

After the successful completion of Sections I and II a review of the applicant's current clinical competence in analytic process will begin. The applicant will be asked to distribute to a panel of 5 (five) T.A.'s (elected by the faculty as described below) a write-up of a current analytic case. The panel will review the write-up and meet with the applicant to discuss the analysis and listen to the analytic process. The panel may request the applicant present more than one analysis. The panel will meet without the applicant and discuss their personal evaluations. The evaluation form is designed only as an aid to the panel members in making their decision about the applicant's clinical competency. If three or more of the five panelists find the applicant solidly competent, then the applicant is approved and the Chair of the T.A. Committee is notified. The Clinical Panel must vote in a time not to exceed 5 (five) scheduled meetings. The approved applicant, the TA Committee, the Faculty and the Administrator will be informed of the applicant's approval as a Training Analyst.

If the Clinical Panel is unwilling or unable to make a decision to accept or reject the applicant then the matter is sent back to the Training Analyst Committee, which will follow the same protocol as described before. If the T.A. Committee is unable to decide the matter it will be referred to the Education Committee.

IV. Election of Members of the Clinical Panel

The 5 (five) T.A. panel is selected by a vote of the faculty and post-didactic clinical associates. The vote will take place by emailing a confidential list to the SPSI administrator of the 5 (five) T.A.'s each person would prefer on the panel. The faculty and post-didactic clinical associates will be asked to list those T.A.'s who they feel best personify the psychoanalytic clinical skill and qualities of character they most value and would like fostered in our institute. The 5 (five) T.A.'s whose names appear most often will comprise the panel. Professional conflicts with individual applicants will be avoided by maintaining a list of alternates selected in decreasing order of votes. These lists are to be confidential and known only to the SPSI Administrator.

v. Applicant Appeal

The applicant may submit an appeal to the Education Committee regarding the committee's actions, regarding the assessment of experience and readiness, the Clinical Panel, or the Training Analyst Committee.

If the Education Committee majority opinion is that the policies and procedures of SPSI were not followed, then the matter is returned to the T.A. Committee for corrective action. **Any reassessment of clinical skills of the applicant, will be performed by the Oregon Psychoanalytic Center, by mutual agreement. This committee will provide a similar function for the Oregon Psychoanalytic Center, if they have a Training Analyst Applicant who is appealing the decision of their institute.**

- VI. All forms, written clinical material, and other written material involved in this application will be destroyed. The faculty and the administrator of the institute will be notified and a certificate of completion will be issued by the administrator.

T.A. EVALUATION FORM FOR INDIVIDUAL MEMBERS OF THE CLINICAL PANEL

DIMENSIONS OF CLINICAL COMPETENCY	Inadequate	Marginal	Adequate	Solidly Competent	Exceptionally Competent
Empathy					
Management of analytic frame					
Understanding and capacity to interpret transference					
Understanding and capacity to interpret defense					
Understanding, recognition, and capacity to interpret resistance					
Capacity to form a therapeutic/ working alliance					
Capacity to recognize, use, and contain counter- transference					
An understanding and capacity to facilitate the working through process					
Ability to hear and interpret the preconscious derivatives of the unconscious					
A clear understanding and capacity to operate with analytic ethical behavior					



Training Analyst Application and Evaluation Procedure for a Training Analyst from another Accredited Institute of the American Psychoanalytic Association

The applicant will notify the chair of the Training Analyst (T.A.) Committee of his/her intention to apply to become a Training and Consulting Analyst at the Seattle Psychoanalytic Society and Institute (SPSI). The applicant will submit a written report of an analysis and the chair of the T.A. Committee will convene the Clinical Panel.

- I. **Clinical Panel.** The Clinical Panel will function in its usual and customary manner regarding evaluation of the applicant's clinical competency. In addition, members of this panel will contact faculty members of the applicant's previous institute inquiring about the applicant's:
 - a. Active involvement in the previous institute.
 - b. Teaching evaluations.
 - c. Ethical and professional behavior.
 - d. Capacity to function as a Training and Consulting Analyst.
 - e. Psychoanalytic immersion.
 - f. The Clinical Panel will also contact the appropriate State Quality Assurance Board and the appropriate Professional National Data Bank. Only findings, not allegations, will be considered.

The applicant will be asked to distribute to a panel of 5 T.A.'s (elected by the faculty as described below) a write-up of a current analytic case. The panel will review the write-up and meet with the applicant to discuss the analysis and listen to the analytic process. The panel may request the applicant present more than one analysis. The panel will then meet without the applicant and discuss their personal evaluations. The evaluation form is designed only as an aid to the panel members in making their decision about the applicant's clinical competency. If three or more of the five panelists find the applicant solidly competent, then the applicant is approved and the Chair of the T.A. Committee is notified. The Clinical Panel must vote in a time not to exceed 10 scheduled meetings.

If the Clinical Panel is unwilling or unable to make a decision to accept or reject the applicant then the matter is sent to the Training Analyst Committee, which will follow the same protocol as described for all T.A. applicants. If the T.A. Committee is unable to decide the matter it will be referred to the Education Committee.

- II. **Election of Members of the Clinical Panel.** The 5 T.A. panel is selected by a vote of the faculty and post-didactic clinical associates. The vote will take place by mailing a confidential list to the SPSI administrator of the 5 T.A.'s each person would prefer on the panel. The faculty and post-didactic clinical associates will be asked to list those T.A.'s who they feel best personify the clinical skill and

qualities of character they most value and would like fostered in our institute. The 5 T.A.'s whose names appear most often will comprise the panel. Professional conflicts with individual applicants will be avoided by maintaining a list of alternates selected in decreasing order of votes. These lists are to be confidential and known only to the SPSI Administrator.

- III. **Applicant Appeal.** The applicant may submit an appeal to the Education Committee regarding actions taken by the Clinical Panel, the Training Analyst Committee, or the Faculty.

If the Education Committee majority opinion is that the policies and procedures of SPSI were not followed, then the matter is returned to the T.A. Committee for corrective action.

- IV. All forms, written clinical material, and other written material involved in this application will be destroyed. The clinical panel will notify the TA Chair, who will notify the faculty, and the administrator who will issue a certificate of acceptance and also notify The American Psychoanalytic Association.

T.A. EVALUATION FORM FOR INDIVIDUAL MEMBERS OF THE CLINICAL PANEL

DIMENSIONS OF CLINICAL COMPETENCY	Inadequate	Marginal	Adequate	Solidly Competent	Exceptionally Competent
Empathy					
Management of analytic frame					
Understanding and capacity to interpret transference					
Understanding and capacity to interpret defense					
Understanding, recognition, and capacity to interpret resistance					
Capacity to form a therapeutic/ working alliance					
Capacity to recognize, use, and contain counter- transference					
An understanding and capacity to facilitate the working through process					
Ability to hear and interpret the preconscious derivatives of the unconscious					
A clear understanding and capacity to operate with analytic ethical behavior					



Waiver Process for a Training Analysis with a Non-Training Analyst

SPSI WAIVER REQUIREMENTS

To be eligible for consideration of a waiver of the requirement that a SPSI Training Analysis must be done by a SPSI Training Analyst, the following requirements must be met:

- a. The prospective clinical associate (CA) and the treating analyst must each separately contact the chair of the Training Analyst Committee, stating their wish to initiate this process at least one year prior to the anticipated date of matriculation.
- b. The treating analyst must meet the following requirements:
 - (1) The treating analyst must be at least 5 years post-graduation from an institute of the APsA or the International Psychoanalytical Association (IPA).
 - (2) The treating analyst must have at least 4 unsupervised, non-psychotic cases since graduation at a frequency of at least 4 times/week.
 - (3) Two of the treating analyst's cases must have been in treatment for at least three years each.
 - (4) The minimum total number of analytic hours of 4 times/week cases seen by the treating analyst post-graduation is 1800.
 - (5) The treating analyst must demonstrate evidence of independent analytic work by having at least two new cases, started after graduation, at a frequency of at least 4 times/week.
 - (6) The treating analyst must have at least one successfully terminated case, which can include analytic cases treated during candidacy.
 - (7) The treating analyst must demonstrate experience with analytic treatment of different genders.
 - (8) The treating analyst treating the clinical associate must be in good ethical standing with the State of Washington Department of Health, and SPSI.
 - (9) The treating analyst must be a SPSI faculty member in good standing.
- c. SPSI will use the same protocol for a TA appointment to determine the treating analyst's suitability for performing a training analysis for the clinical associate. However, certification with APB is not required and participation in a TA study group is recommended but not required. A clinical panel will be assembled to assess the psychoanalytic clinical capacity of the treating analyst. The treating analyst will be expected to function at a level, close to that of a training analyst and commensurate with the expected analytic immersion requirements as stated above. This evaluation process will be expedited as is possible and practical upon receipt of the application.

SPSI WAIVER PROCEDURE

Waivers are granted on a case-by-case basis with the understanding that a waiver does not constitute an alternate track or pathway for Training Analyst appointment. SPSI will not accept multiple waiver requests but will direct the treating analyst requesting multiple waivers to apply for Training Analyst status.

The treating analyst and the potential CA must be in an ongoing 4x/week analysis for a year or more with the SPSI analyst before any application for a waiver is accepted. Both analyst and treating analyst must separately initiate the waiver request by contacting the SPSI TA Committee Chair.

After the TA Chair has received the analyst's application, an evaluation of the treating analyst's analytic immersion will be completed. If the TA Committee assesses that the immersion requirements for a waiver have been met, the TA Chair will address the expectation that the analyst must function at a level close to that of a Training Analyst. The TA Committee will take into account the possible negative consequences for analyst and treating analyst of this evaluation of the treating analyst's clinical work. The possible negative consequences will be directly discussed with the applying psychoanalyst by the committee chair.

The TA Committee will assess the eligibility, suitability, and ethical standing of the applicant analyst according to the approved policies and procedures of SPSI.

If the TA Committee chooses to recommend the waiver, this approval will start at least 6 months prior to the anticipated beginning of classes for the CA. For CAs planning to start classes in September, waiver applications by SPSI should be submitted by the preceding March 31. If these deadlines are not practical, SPSI will be flexible to the extent possible.

APPEAL PROCESS

After completion of the full assessment for a waiver, if the final conclusion of the TA Committee does not support a waiver, the treating analyst/CA applicants may individually request an appeal within three months from the date of the waiver rejection.

Only after receiving a written request for appeal from the treating analyst and CA applicant will a further assessment protocol be initiated. Further assessment will include presentation to a Training Analyst panel (of no less than three TA's from another APsaA-approved institute) a write-up and process notes of the analysis of the applicant CA.

The Oregon Center for Psychoanalysis (OCP) has agreed to provide the clinical panel of TA's for the appeal process. SPSI has agreed to provide the same service for OCP if they have an analyst CA/TA waiver appeal. Confidentiality will be held to the level required by SPSI. Working with a cooperating institute is contingent on the ability of SPSI to gain agreement with the other institute and being able to find at least three training analysts at that institute willing and able to participate in such a confidential assessment?

If the clinical panel of the cooperating APsaA-approved institute determines that the material presented by the analyst demonstrates an acceptable analytic process, the TA Committee will review the report from the cooperating panel. Following such discussion, the TA Committee will decide whether or not to support the waiver.

The applicants may also appeal to the SPSI Education Committee if the policies and procedures, in their experience, were not adequately followed. The Education Committee may decide to return the application to the TA Committee for further consideration but may not proceed with an independent evaluation.