

## Process for Appointment of Consulting Analysts and Analysts of Candidates

The Faculty Chair Elect will administer the process for appointment of Consulting Analysts with the assistance of the SPSI Administrator.

### Qualifications for appointment as a Consulting Analyst and/or Analyst of Candidates:

1. The analyst is a graduate of an institute of the American Psychoanalytic Association (APsaA), the International Psychoanalytical Association (IPA), or has had substantially equivalent psychoanalytic training. In order to consult on child analytic cases, the analyst must have graduated from an APsaA, IPA or substantially equivalent child psychoanalytic training program.
2. The analyst is 5 years post-graduation.
3. The analyst has shown evidence of clinical immersion and has experience conducting at least 3 independent post-graduate analytic treatments at a frequency of a 3-5 times/week, with a minimum of 1800 hours.
4. **For Consulting Analyst applicants:** If applying to consult on adult cases, immersion must be with adult patients. If applying to consult on child cases, immersion must be with child patients. If applying to consult on both adult and child cases, the analyst should show evidence of clinical immersion and have experience conducting at least 2 independent post-graduate adult analytic treatments at a frequency of a 3-5 times/week and at least 2 independent post-graduate child analytic treatments at a frequency of a 3-5 times/week, with a total minimum of 3000 hours.
5. Two of the analyst's cases must have been in treatment for at least three years and two cases must have started post-graduation.
6. The analyst must have experience with the process of psychoanalytic termination. This can include analytic cases started during candidacy.
7. The analyst should demonstrate experience analyzing different genders post-graduation. Experience with other aspects of diversity (i.e. gender identity, race, ethnicity, sexual orientation, immigration status, socioeconomic class, ability, age) is strongly encouraged.
8. The analyst should have experience conducting psychodynamic psychotherapy consultation or supervision.
9. The analyst must be in good ethical standing with their state's licensing board and practice consultation within their scope of practice and areas of experience.
10. The analyst must be a faculty member in good ethical standing at an APsA or IPA or equivalent analytic institute and provide evidence of malpractice insurance commensurate with SPSI requirements.
11. The analyst must have actively participated in psychoanalytic teaching and organizational or committee work within the psychoanalytic community.
12. The applicant will fill out an application that includes a summary of immersion and experience doing psychodynamic consultation. The Faculty Chair Elect will review the application and, if the applicant meets the objective qualifications, convene a peer review panel.
13. Current CA/AoCs who are faculty in good ethical standing at IPA or other equivalent institutes must meet these requirements but are not required to complete the peer assessment process.

14. Current CA/AoCs who are faculty in good ethical standing at APsA institutes do not require approval.

### **Peer Review Panels**

Panelists will be chosen at random (by the Faculty Chair Elect) taking into account panelist scheduling availability. Panelists are expected to recuse themselves if they have a clinical or other clear conflict with the applicant. Applicants will be informed in advance of the panelists and can request that a panelist be removed due to a clinical or other clear conflict. Panelists will receive applications in advance so that they have an overview of the applicant's background, but the Faculty Chair Elect will have already screened the application to ensure criteria are met. Panel meetings with the applicant will be 90 minutes in length. Following the meeting, the panelists will confer. Panels will occur at mutually acceptable times and will take place on Zoom unless the applicant requests otherwise.

### **Peer Review Process for Consulting Analyst Applicants:**

The APsA Standards and Principles for Psychoanalytic Education specify that Consulting Analysts should have education and experience in consultation/supervision, including skills in teaching psychoanalytic technique, case formulation, and writing about cases. The purpose of the peer review process is to allow each applicant to demonstrate clinical and supervisory competence and pedagogical skill and knowledge relevant to consultation, including the ability to conceptualize and effectively articulate the theory and technique of psychoanalysis. Each applicant should also demonstrate knowledge of how to work with issues of cultural identity and social position in the clinical and consultation context. The peer review panel should also explore with applicants their ability to establish and maintain an appropriate consultation relationship.

- The applicant will meet with a panel of four SPSI faculty members who are at least five years post-graduation and have at least 1800 hours of post-graduation analytic experience; at least 2 of the 4 faculty members will be Consulting Analysts. It is expected that panelists will recuse themselves as necessary.
- For panels to assess applications for consultation on child treatment, the panel will be comprised of any two CA/AoCs (adult or child) and two child faculty who are at least five years post-graduation and have at least 1800 hours of analytic work post-graduation.
- Applicants will discuss material from an analysis which the committee provides at the time of the peer review session. Applicants will also prepare and submit in advance a brief written description (maximum 3 pages) about their experience as a consultant and/or how their experience using consultants informs the way they approach their work as a consultant.
- Applicants applying to consult on both adult and child cases will respond to both adult and child material provided by the peer review panel and meet with the panel two to four times.

### **Peer Review Process for Analyst of Candidate Applicants:**

- The applicant will meet with a panel of four SPSI faculty members who are at least five years post-graduation and have at least 1800 hours of post-graduation analytic experience;

at least 2 of the 4 faculty members will be Analysts of Candidates at SPSI. It is expected that panelists will recuse themselves as necessary.

- Applicants will discuss how they conceptualize an analysis of their own, which they have independently conducted. For the selected option, the applicant will write a brief orientation (maximum 3-5 pages) to the material they will be presenting.

#### **Applicants who are applying for both roles:**

- Anyone interested in applying for both roles will indicate this on their application.
- The applicant will meet with a panel of four SPSI faculty members who are at least five years post-graduation and have at least 1800 hours of post-graduation analytic experience; at least 2 of the 4 faculty members will be both Consulting Analysts and Analysts of Candidates at SPSI.
- They will follow the process described for peer assessment of applicants for the role of Consulting Analyst, then meet with the same panel following the process described for peer assessment of applicants for the role of Analyst of Candidates.

#### **Peer Review Criteria:**

During the peer review process, the following criteria should be used by the panel. These categories show *possible* areas of clinical and consultation capacity. Not every assessment will capture all these areas and that other examples of clinical and consultation capacity will likely arise during peer review discussions.

Criteria for applicants for either role (Consulting Analyst or Analyst of Candidates)

- Empathy.
- Understanding of analytic frame
- Capacity to form a working alliance
- Ability to hear and work clinically with dimensions of the unconscious
- Understanding of transference and ways of working with transference clinically
- Understanding of countertransference, containment of countertransference, and ways of working with countertransference clinically
- Understanding of defense and ways of working with defense clinically
- Understanding and ability to work with issues of identity and sociocultural context as they arise clinically.
- Understanding of analytic ethics and of the importance of the analyst's ethical behavior

Additional criteria for applicants for Consulting Analyst role:

- Attunement to the candidate's developmental process.
- Capacity to assist consultees with deepening analytic understanding.
- Able to adjust consultation strategies to meet consultees' needs.
- Consultants serve an essential function in helping candidates hone their analytic writing skills. Each applicant will bring a different level of experience in writing and teaching writing. If the analyst's skill in this area is not apparent from their application, the panel should inquire about how the applicant would approach working with candidates to

develop their analytic writing skill. For example, the panel could choose to ask the applicant about their experience with analytic writing, with coaching consultees on writing, or how they might work with a consultee who was struggling to write up a case.

### **Review Panel Instructions:**

- Panelists will be provided with a notetaking sheet with the peer review criteria in order to facilitate consistency. Panelists are encouraged to individually reflect on the criteria before beginning the group discussion.
- If all panelists are in favor of approving the applicant after the first meeting there is no need for the second meeting.
- The panel has the option of scheduling a second meeting with the applicant in order to reach a decision. If a second meeting is scheduled, the panel is encouraged to let the applicant know what they would like to focus on in that second meeting.
- The goal is consensus but if 3 of the 4 panelists agree to approve or turn down the applicant, that is acceptable. The panel has the option of scheduling a second meeting with the applicant in order to reach a decision. If a second meeting is scheduled, the panel is encouraged to let the applicant know what they would like to focus on in that second meeting.
- If after the first meeting, a panel anticipates being divided with 2 in favor of approval and 2 opposed, the panel should request a 5<sup>th</sup> panelist to be present for the second peer review session. This person will be chosen at random by the committee from both the CA/AoC and non-CA/AoC faculty panelists.
- Each peer review panel will fill out a brief form together which lists the applicant's name, panel members, the number of meetings, which roles the applicant has applied for, as well as the reason(s) for the panel's decision if an applicant is not approved. Each panel should also designate someone to provide feedback to the applicant and should collaborate in deciding what the designated person should communicate to the applicant about strengths, and (if not approved) areas the applicant is invited to work on before reapplying.
- If the review panel does not support approval, the applicant may reapply after one year.
- If an applicant wishes to appeal the decision of the assessment panel, they may do so in writing within three months from the date of the assessment decision. A second assessment will then be done by a newly convened panel. The applicant may request and the Faculty Chair Elect may consider inclusion of a panel member from the Oregon Center for Psychoanalysis (OCP), if available. Applicants may also appeal to the SPSI Education Committee if they believe policies and procedures were not adequately followed. The Education Committee may decide to return the application to the Faculty Chair Elect for further consideration but may not proceed with an independent evaluation.
- Panel proceedings and materials should be kept confidential by the committee and panelists. This includes whether someone has applied, the contents of their application, what is discussed during the peer review process, whether there are one or two meetings and any decision of non-approval.