

OREGON PSYCHOANALYTIC CENTER
TRAINING AND SUPERVISING ANALYST COMMITTEE
POLICIES AND PROCEDURES
(Revised March 2010)

PURPOSE

The Training and Supervising Analyst Committee is a committee of the OPI-EC and reports to that Committee. The Committee will establish and implement policies and procedures that aid in the recruitment of TA/SA applicants, evaluate suitable and eligible applicants and recommend their appointment to the OPI-EC, and finally establish continuing education requirements for appointed TA/SA's.

STRUCTURE

The Chair of the TA/SA Committee is appointed by the Director of the OPI-EC to a four-year term. The Chair may not succeed him/herself. The Director makes the appointment at the beginning of his/her term. The Chair of the Committee reports to the OPI-EC. The Chair is also responsible for setting the agenda, convening the meeting, and making sure that the information for the meeting has been sent to the members of the Committee. Minutes of the meetings are kept. The OPI-EC may accept, modify, or reject the recommendations of the Committee regarding TA/SA appointments. It also accepts, modifies, or rejects the Committee's policies and procedures.

FUNCTION

The Training and Supervising Analyst Committee (subsequently, the Committee or TA/SA Committee) functions as a facilitating rather than a gatekeeping organization in its evaluation of applicants for appointment as Training and Supervising Psychoanalysts (TAs) at OPI. We hope to help as many analysts as possible who are interested in this path of career development achieve this goal. While maintaining the highest standards, we view the selection process as a collaborative and an ongoing effort on the part of applicants and the Committee that potentially can begin immediately after graduation, years before a formal application is actually made. To help bring this about, member(s) of the Committee will schedule, at least annually, meetings open to all graduate analysts OPI who are interested in exploring becoming TAs. Attendance is voluntary. These meetings will focus on questions concerning the application procedure, explore the role of the TA in the analytic life of the OPI and the various analytic activities that an applicant should participate in or gain experience in during the years prior to application. In the event that a graduate analyst has particular questions or issues that would be better discussed individually, the Committee Chair will arrange a meeting either in person or by telephone with one of the Committee members.

MEMBERSHIP

The Chair of the TA/SA Committee shall be a training analyst. There will be five members of the committee, three of whom shall be training analysts (including the Chair) and two shall be from the non TA faculty members. The Chair shall appoint members to the committee with the approval of the Chair of OPI-EC. In the course of TA/SA application and evaluation, the Chair shall be free to appoint other members from the faculty in order to implement its policies and procedures.

MEETINGS

The Committee shall meet at least twice per year of which one meeting will be open to all faculty members. Its

purpose will be to inform potential TA/SA applicants about the process of becoming TA/SA's (see below). The other meeting will be devoted to administrative matters as they occur and to organize and implement the appointment process when the need arises.

RECRUITMENT

At least once a year, the Committee will hold an open house for the faculty with the purpose of conveying and clarifying the requirements of the American Psychoanalytic Association and OPI for application to become a TA. (See Appendix A for APsA's requirements and application form.) For those who show interest in becoming Training and Supervising analysts, the Committee will find ways to support them. In the long run, the Committee will encourage the formation of clinical and supervisory groups in which prospective applicants might participate. The Committee strives to encourage all graduates to consider becoming TA/SAs. It encourages consultation concerning the prerequisites with members of the committee. If desired, the Committee will appoint a TA mentor should a graduate request one. The mentor would be disqualified from participating in the selection process. The mentor could advise about how to make an application stronger or what areas might need further experience – e.g. teaching, or committee experience. However, nothing in this section shall be construed as a necessary step in the application process. Likewise, the mentor relationship is confidential and not reported to a selection committee even if desired by the applicant.

APPLICATION

To initiate an application to become a TA/SA, one should submit that request in writing to the Chair of the TA/SA Committee with a copy to the administrator. The Chair will contact the applicant and review what is necessary for the application to become active. These requirements are outlined below. The application and the materials that accompany it in addition to whatever other meetings may occur during the course of the evaluation are strictly confidential. The decision regarding the applicant will be forwarded to the OPI-EC for its acceptance, modification or rejection. The material presented to the EC is to be held strictly in confidence. However, a certain amount of relevant and illustrative but not exhaustive material will be presented to the OPI-EC in order for it to vote on the recommendation of the TA/SA Committee. When the requirements listed below are fulfilled, the Chair will convene the Committee to review the application to ensure its completeness and vote on whether to proceed further or not. The next step in the evaluation will be the convening of a clinical evaluation subcommittee.

Requirements to Activate an Application

Upon receiving a completed APsA application form for TA/SA appointment, the Committee will undertake to determine the following:

- a. That applicant must have graduated five years or more from a member institute of the American Psychoanalytic Association or a member institute of the International Psychoanalytic Association.
- b. That applicant must be a certified member of the American Psychoanalytic Association.
- c. That applicant must have had immersion in independently conducted psychoanalyses in the five-year period prior to evaluation. The minimum requirement would be 4 adult or combined adult and child cases independently conducted cases each year during the five-year period prior to the application. The applicant must show an ability to keep cases in treatment and demonstrate adequate experience in analyzing both male and female patients. Under exceptional circumstances, the institute may choose to request a waiver from these requirements. An example would be when the applicant has moved from another city to the Portland area and has started anew his or her psychoanalytic practice and the applicant showed ample immersion prior to the move.

An alternative approach would be for this immersion requirement to be fulfilled by the applicant having performed 3,600 post-graduation hours of independently conducted analysis and counting no year that has fewer than two cases. If the analyst has demands on his or her time, which would restrict the amount of analysis performed, the time needed to fulfill this requirement may be longer. (Example: analysts who are primary caregivers of young children).

- d. Those analyses must be conducted at least at a four times a week frequency.
- e. That applicant must have experience with analytic termination.
- f. That 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. That 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 would be determined.
- h. That applicant must be a faculty member of OPI in good standing.
- i. That applicant must have demonstrated professional and ethical analytic behavior.
The panel will contact:
 - 1) The appropriate State Quality Assurance Board
 - 2) The appropriate professional National Data Bank
 - 3) The OPI Ethics CommitteeOnly findings, not allegations, will be considered.
- j. That applicant must also have demonstrated an interest in his/her analytic maturation through 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.

The Clinical Evaluation

When the requirements for application have been met, the applicant will be asked to submit two letters of recommendation from senior analysts who are familiar with the applicant's work, along with any releases of information necessary to complete the application.

When the above is complete, the TA/SA Committee will convene and after determining that the application is

complete will form a Psychoanalytic Review Committee whose charge it shall be to review the applicant's clinical work as well as his/her supervisory, teaching, and administrative experiences.

This sub-committee will consist of three members. Since our Institute is small at present and the number of TAs is limited and to reduce bias, positive or negative, at the adoption of these policies and procedures, for the time being, two TA/SAs should be selected from inside the Portland community and one from without

The sub-committee will meet with the applicant for as long as necessary but no more than six times and no longer than six months total. The goal of the meetings is to evaluate his/her clinical work and the character of his/her involvement in the Institute and other activities. The sub-committee will meet independently after each applicant meeting to discuss the applicant and at the end forward to the TA/SA Committee their findings and recommendation. A summary of their findings of no more than two single-spaced pages should accompany the recommendation. The recommendation may be for appointment to TA/SA status, rejection, or deferral. In the case that one of the latter two recommendations occurs, the sub-committee will explain its decision in detail to the applicant by letter.

A deferral may occur at the request of the applicant or by the Committee. An example of the latter would be that the applicant did not have sufficient immersion and a waiver was not sought. A rejected applicant is eligible for re-application two years after the OPI-EC's decision on the application. A rejected or deferred applicant may request an interview with two of the Committee members.

The TA/SA Committee will meet with the sub-committee to discuss its recommendation and vote to send it to the OPI-EC for final acceptance. The Chair of the TA/SA Committee writes the report to send to the OPI-EC.

A deferred or rejected applicant may appeal the decision of the TA/SA Committee to OPI-EC. The basis of the appeal can only be whether the policies and procedures were followed.

The TA/SA Committee presents its findings and recommendations to the OPI-EC for approval, modification, or rejection. If it approves, then the OPI-EC Chair or its designate readies the application and forwards it to the relevant APsA Committees (currently the Committee on Institutes and Board of Professional Standards.) If the OPI-EC modifies or rejects the recommendation of the TA/SA Committee, it will consult with the TA/SA Committee as to what steps are necessary to reconsider or modify an application.

Transfer Applicant and GRTA/SA applicants

If an APsA-appointed TA/SA from another institute wishes to become a member of the OPI, s/he must first become an active faculty member. At the same time, or later if the applicant so chooses, s/he may proceed with the mandatory clinical review. This will consist of presenting analytic material from two analyses to at least two OPI training analysts. They will meet a sufficient number of times to determine analytic competency. This process should neither be onerous nor lengthy. The evaluating analysts will report to the TA/SA sub-committee. After that the procedures for TA/SA appointment will be followed per the previous section.

An APsA-appointed TA/SA may apply to become a Geographic Rule Training or Supervising Analyst (GRTA or SA). A request must be made in writing and the APsA application form must be completed. The request and application form are reviewed by the TA/SA subcommittee and if approved, the application is forwarded to the proper committee of the APsA for approval. It is expected that this is usually for a supervisory appointment. If it were for a GRTA appointment, the TA procedures for OPI shall be followed as for a training analyst moving to town.

RESPONSIBILITIES OF TRAINING AND SUPERVISING ANALYSTS

The primary obligation of a TA/SA shall be the analyses and supervision of analytic candidates.

In order to retain one's TA/SA status, s/he must remain an active member in good standing of the OPC and OPI. It is expected that training and supervising analysts will continue to pursue continuing educational activities that involve discussion of their clinical work.

When a newly appointed TA/SA begins her/his first analysis of a candidate, it is recommended that the TA/SA seek consultation with a respected colleague as a way of deepening one's appreciation of the TA/SA experience.

In the absence of actuarial information that would include the lifespan of male and female TA/SAs and the average length of training analyses, the decision as to when a TA/SA should stop taking new candidates into analysis is fraught with prejudice. Traditionally, the age of 70 has been suggested as a cut off. Longer life spans of active competency make this age seem increasingly arbitrary. Nevertheless, life does become more precarious as one ages. After the age of 70, a TA/SA must seek an interview with the TA/SA Committee every two years. This is to be a collegial discussion of one's work in OPI and with a particular focus on the TA/SAs ongoing capacity to conduct training analyses. This discussion will be private and confidential unless there are significant ethical problems. Neither will the committee use such discussions to decide upon the continuing competency of the TA/SA. They are instead an opportunity to discuss the issues of aging and work, of retirement, of one's responsibility toward the Institute and candidates.

Occasionally the TA/SA Committee may receive inquiries regarding the ongoing functioning of a TA/SA. If this involves an ethical issue, it will be forwarded to the Ethics Committee. Other issues will be taken up by the Committee and a meeting arranged with the analyst to discuss the issues raised. If warranted, the Committee will suggest steps the TA/SA should take to remediate the difficulty. In rare instances when clinical competence is questioned and appears justified, the Committee will institute a clinical review following the procedures for a TA/SA moving to Portland and seeking to join OPI. Its recommendation will be forwarded to the OPI-EC.