

Psychoanalytic Center of the Carolinas

Board of Directors

April 1, 2024

Minutes

Present: Harold Kudler (Pres), Burton Hutto (Sec), Vann Pearsall (Executive Director), Dhipthi Brundage, Chris Erskine, Kendra Surmitis, Tricia Wilson

Absent: John Riley, Josie Sawyer, Scott Warren

- I. Welcome
- II. Procedural Section
 - a. Minutes: The March minutes were approved.
- III. Committee reports
 - a. The reports were distributed in advance. (See Appendix 1.)
 - b. Harold highlighted that the fundraising committee is planning an event to celebrate the 60th anniversary of the organization.
 - c. Tricia pointed out that we still have COSP half-scholarships to offer.
 - d. The board discussed membership numbers and expected renewals.
- IV. Old business
 - a. Discussion of Meeting of Members
 - i. The board discussed a pre-distributed draft of an invitation to all PCC members to two listening sessions in April.
 - ii. The issues the board perceives and anticipates to discuss included hierarchy vs disrespect vs elitism.
 - iii. Access to follow-up perhaps by a post-meeting survey was recommended.
 - iv. The board recognizes the need for the sessions to be inclusive. The board agreed that a 3 minute limit for each speaker would facilitate broad discussion.
- V. New business
 - a. Faculty compensation report
 - i. Dhipthi presented a report on the 3 year pilot project to compensate teachers and TEC leaders. Most goals of the project were met. (See appendix 2.)
 - ii. Harold proposed to continue on an ongoing annual basis the compensation plan. *The board approved this proposal.*
 - b. Tuition increase proposal
 - i. Dhipthi presented a proposed tuition increase that the TEC has approved. (See Appendix 3.) It includes a one-time tuition increase at different percentages for matriculated PCC students, residents/other trainees, and all others. These increases would be followed by annual smaller increases over two more years.

- ii. The proposal was discussed. *The board approved this proposal.*
 - c. 2024-2025 draft budget
 - i. Vann highlighted that the proposed budget will include less draw down of unrestricted funds since other income has risen in the past year.
 - ii. The tuition increase approved at this meeting was not included in the draft budget.
 - VI. Executive Directors Report
 - a. Vann stated that Chris is working on renewing the Colleague Assistance Committee.
 - b. The Communications Committee is planning to develop into the Communications and Outreach Committee with the assistance of Katherine Jarman.
 - VII. Next Board meeting will be Monday, May 4, 2024.
 - VIII. Adjourn

Burton Hutto, Secretary

**PCC Board of Directors
Committee Reports for the April 1, 2024 meeting**

Anti-Racism Task Force

- The ARTF will host an information meeting on the Holmes Fellowship on April 13th at 10am. For this year, we will only accept proposals from the two applicants who submitted LOIs but will invite the rest of the community to learn more in hopes we have more interest next year.

Circle of Security Committee, D. Mungo

- **Circle of Security Parenting Facilitator Training**

The PCC sponsored another successful in-person Circle of Security Parenting Facilitator training in Cary March 12-15. There were 80 people registered and post training evaluations were generally very positive, complimenting Neil Boris, MD (current Research Liaison and Medical Director of Circle of Security International), the presenter. One participant wrote: “This was one of the best weeks of my life...Extremely grateful!” And another: “Most cohesion I have ever experienced in a group in over 30+ years!”

The PCC awarded 11 \$500 scholarships to nonprofit organizations as well as individuals who serve young children and their families across NC.

- **Online scholarships for PCC members**

The PCC COS

Committee will award 4 half-scholarships to PCC members for COSP online training to be awarded before July 1, 2024. The Committee will also offer 2 full online scholarships to PCC rising leadership.

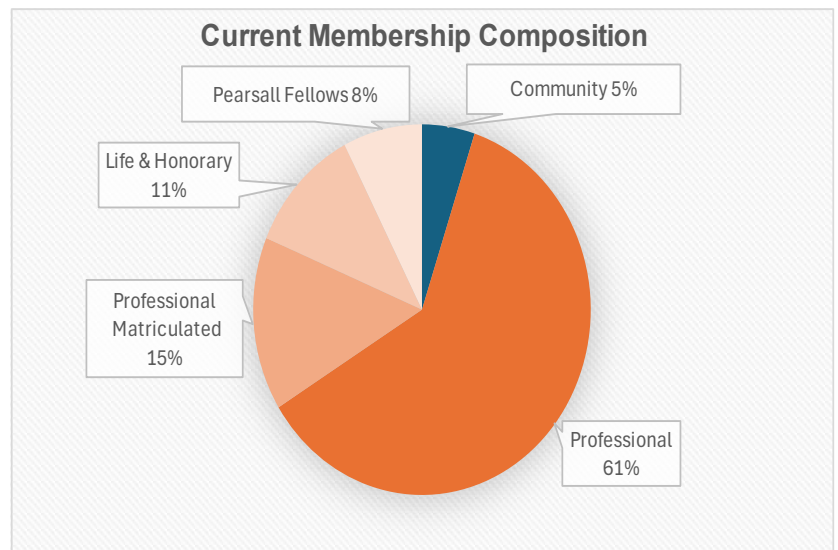
Membership Report:

Current Membership

Composition:

Community	10
Professional	121
Professional Matriculated	30
Life & Honorary	22
Pearsall Fellows	15
	<hr/>
	198

Current Members	198	92%
Graced	18	8%
Total	216	



PCC Board of Directors
Committee Reports for the April 1, 2024 meeting

PCC Communications Committee Report, H Craig

Because of illness with long Covid which began in Summer 2023, Janelle Sharp had to leave her role as chair of the Communications Committee. During the past half year, I have assumed the role of acting chair. Along with Rachel Poliquin, and Jeff Napolitano, we have continued to edit all PCC communications to the outside world, including the newsletter, email ads for courses and programs, and the website. As a group, we contribute about 30 hours per month in volunteer work; higher numbers of hours are required when the new course materials are being prepared and for special projects such as the experiment described below.

As a new initiative, and as an experiment, we polished a video that I made for the Seasoned Clinicians Series on An Introduction to Attachment and the Circle of Security. By polish, I mean we added music and slides to the beginning and end of the video to match the quality of the video we made of Bill Meyer's talk on Postpartum Depression. The polishing work was done by a professional video editor and a graphic designer and cost the PCC less than \$300.

The experiment is to circulate the video through our email lists and through other state and national listservs, once every month for three months, and to measure the response. To view the video is free, but the viewer needs to complete a short form providing name and email address—with the understanding that their name will be added to our email list. During the three weeks after the first circulation of the video, we have had 177 registrants from the form, with 141 of those being new to our email lists. And we have had 369 views of the video.

Once the three-month experiment is over with this video, we will consider whether it would be fruitful to continue to produce videos to circulate in this way—with the goals of:

- 1) providing high quality educational resources to the community, and
- 2) bringing new people, potentially new students, and patients to our website and email list.

Training and Education Committee, D. Brundage

- The TEC is started discussion of recruitment and admissions in Chapter 4 of the Holmes Commission Report. We are generating ideas to bring our recruitment and admissions strategies in line with our DEI strategic plan.
- Dhipthi, Kayla and Vann met with Kate Brundage of APsA and are preparing to implement changes to the CME approval process.
- Nine students were selected to receive supervision grants of \$5,000 each. We had twelve applicants.

Faculty Committee

- We welcomed Allan Dyer to our faculty.
- We had a Faculty Workshop given by Kendra Surmitis and Heather Craige on teaching via zoom. The recording will be available free of charge to our faculty and students.
- Recruitment for fall course teachers is underway. Recruitment for Calabria course instructors is underway also.

Admissions Committee

- Admissions deadline, March 15th has passed. We anticipate up to five applicants.

PCC Board of Directors
Committee Reports for the April 1, 2024 meeting

PPT Committee

- A new season of the Seasoned Clinician's Notebook is in the planning stage. Amy Olson presented in March. Marco Posadas will present in May. Tyler Beech, Loan Vo, and Christie Hunnicutt are scheduled to present in the fall.

PsA Committee

- Discussed clarifications in policies.
- Will be discussing Chapter 4 of Holmes Commission Report at the next meeting.

Curriculum Committee

- Curriculum Committee continues to review Holmes Commission Report.
- We have created a syllabus checklist/template for instructors to use in constructing their syllabi.

Fundraising Committee, H. Kudler

- The committee is planning to celebrate the 60th anniversary of the PCC (and its predecessors) in 2025.
- Lucy is working on a grant to the American Psychoanalytic Foundation to fund the Seasoned Clinicians Notebook for next FY.

Scientific Program Committee, V Pearsall

- At the March meeting we reviewed the evaluations from the February presentation by David Tuckett, which were very positive. Currently the schedule is set through the Spring of 2025 and we plan to be more intentional to plan a balanced and diverse schedule of presenters for 2025-26.
- New Faculty Member Allen Dyer will present an ethics program on October 26th. In addition, Howard Levine and Neal Vorus will present in the spring of 2025.

Suggested introduction:

In recent conversations, public and private, PCC members are calling for a culture which seeks the input of all members and welcomes their partnership in affecting change. At the same time, members want to ensure the quality of psychoanalytic and psychoanalytic psychotherapy training and practice while avoiding hierarchical distinctions between these practices and practitioners.

In order to take these conversations further, the PCC Board encourages all members, professional and community (including trainees across all PCC programs) in a Listening Session to be held on [].

We're calling this a Listening Session to emphasize that we are here to listen rather than lecture to them- but, having said that, our Board members and officers look forward to responding to questions and criticism openly in real time. We hope that all participants will share their thoughts candidly with a focus on arriving at common understanding and a shared framework for effective action.

We offer the following talking points as conversation kick-starters but would welcome your suggestions as well!

1. Addressing Concerns About Elitism

- We know from past surveys and recent conversations that many members feel that there is an elite inner circle within psychoanalytic organizations locally and nationally such that ideas and concerns raised by rank-and-file members aren't valued or even welcome. We'd like to talk about how we can overcome this in the PCC (and nationally as well).

2. Optimizing Membership Engagement

- Over recent years, the PCC has re-invented its Board and developed an outstanding professional staff, but these innovations may have left some members feeling like they no longer have a meaningful role to play in the life of our Center. We would like to open a conversation about how we can build upon the strengths of our membership while removing any obstacles to engagement.
- Perhaps because of the aforementioned factors, members have been reluctant to take on leadership roles in the PCC. We want to explore how our members understand this and consider what we can do together to promote new leaders within the PCC.
- In the past, members have experienced burnout in the course of volunteering on behalf of the psychoanalytic community. The decision to build out our professional staff was, in large part, motivated by a wish to avoid that burn-

out, but is there more we can do to support new and emerging leaders and committee members?

As someone who is approaching his 45th year as a member of what is now the PCC, I can still remember what it was like when I was a fresh transplant to psychoanalysis in the Carolinas. I moved here specifically to study psychoanalysis and, after a four-year absence in Washington, D.C., I returned to help support the life of our psychoanalytic community.

It's in that spirit that I hope you'll join me and all our fellow members at our Listening Session on and I join the Board in inviting you to share your thoughts with us before, during and after that meeting!

My best,

Harold

**Psychoanalytic Center of the Carolinas
24-25 Budget**

	Actual 21-22	Actual 22-23	YtD 23-24	Budget 23-24	Budget 24-25
Income					
Contributions Unrestricted	54,857	46,822	45,651	48,000	50,000
Contributions Restricted	203,048	90,734	247,500	217,061	191,391
NonGovt Grants, Schlrs hips	50,000	55,643	0	0	0
Program-related Sales/Fees	71,865	129,341	98,395	101,918	123,965
Membership Dues	23,960	27,815	28,232	26,000	29,000
Investment Income	(180,823)	198,906	142,222	0	0
CC Rewards [P/Y Mgmt Fees]			700		200
Total Income	222,907	549,262	562,700	392,979	394,556
Gross Profit	222,907	549,262	562,700	392,979	394,556
Expenses					
Schlrs hips, Grants, Fllwshp	243,692	197,269	179,498	200,500	143,650
Payroll Expenses	190,967	286,703	223,005	370,180	378,895
Faculty & Prgrm Cmpnsation	38,675	91,566	92,990	179,550	144,832
Office Supplies & Equipmnt	8,652	7,897	8,576	7,540	8,700
Occupancy	8,542	9,325	5,710	13,680	9,350
Travel & Meeting Expense	8,549	28,564	18,661	29,750	32,800
Insurance	7,407	7,252	147	8,700	8,927
Org Dues, Subscriptn, Lics	13,616	11,220	13,652	13,450	14,377
Marketing	4,697	4,623	2,226	4,940	2,100
Inv, Bank, CC Proc Fees	14,808	14,769	11,796	10,300	15,350
Contract Services	48,786	66,547	32,268	22,220	15,880
Other Expenses	13,550	0	0	0	0
Total Expenses	601,941	725,734	588,530	860,810	774,861
Net Operating Income	(379,034)	(176,472)	(25,830)	(467,831)	(380,305)
Other Income					
Prior Yr Designated Funds	0	363,303	287,270	467,831	380,305
Net Other Income	0	363,303	287,270	467,831	380,305
Net Income	(379,034)	186,831	261,440	0	0

Appendix 2

Dhipthi Brundage, M.D.
TEC Director
2024

The PCC BOD approved a three-year pilot program in 2021 to compensate our teachers and educational leaders. This report describes the success of the program.

Goals from Proposal:

1. TEC – Develop and begin implementation of at least two distance learning series.
 1. COMPLETE
 2. Seasoned Clinicians Notebook and Calabria are both new series implemented and managed by the new PPT Chair and new Curriculum Chair, respectively.
2. TEC – Increase course enrollment by 15%.
 1. COMPLETE (15% growth was surely reached in the core courses)
 2. Psychoanalytic candidates' enrollment increased from 21 to 82
 3. Psychotherapy students' enrollment increased from 14 to 18.
3. Curriculum – Recruit a new curriculum chair.
 1. COMPLETE: We recruited a newly graduated psychoanalyst to be the curriculum chair. Elissa Baldwin Murphy is a child and adult psychoanalyst with extensive experience in education and clinical work. She has already revived the curriculum committee to function beyond recruiting teachers and address DEI issues and repetition in syllabi. She has been quite successful in recruiting world renowned lecturers for the Calabria courses.
 2. Committee members also recruited.
4. Curriculum – Recruit at least one new teacher
 1. COMPLETE: We successfully recruited seven new teachers during the three years. Four of the teachers were advanced candidates on track to be the future leaders of the PCC.
5. Admissions – Recruit a new admissions chair.
 1. In Progress: PsA Chair serves as acting Admissions Chair
6. Admissions – Develop and begin implementation of a yearlong recruitment strategy.
 1. Not developed
7. Faculty – Recruit a faculty chair.
 1. COMPLETE: We recruited a psychoanalyst to be the faculty chair. Chris Erskine has led the charge in bringing faculty together by holding faculty meetings and bringing in international experts (Novicks, Tuckett) to conduct workshops with faculty.
8. 8. Faculty – Develop a yearlong faculty development strategy.
 1. In Progress; Four faculty workshops in 23-24 all open to advanced candidates
9. 9. Faculty – Implement strategy by the 2022-2023 academic year.
 1. In Progress for 23-24

Additional Outcomes:

1. TEC- Recruited Psychoanalytic Psychotherapy Chair Christy Tronnier.
2. Curriculum- Committee review of each course syllabus; recommended DEI topics/readings to faculty
3. Faculty- increased sense of community through lively discussions on listserv and at workshops
4. Admissions: Increase in Matriculated Students 32 Total, 15 new since 2021
 1. 8 Current PPT (+5)
 2. 21 Current PsA (+7)
 3. 3 Undeclared

I consider this pilot program to be a great success. We have conveyed to our instructors and chairs that we value their work and expertise. We have encouraged new faculty and advanced candidate to participate in the educational mission of the PCC. Including this program in the yearly budget of the PCC will continue the legacy of valuing the work of our members, encouraging creativity and enthusiasm in our programming, and advancing the PCC as a national leader in psychoanalytic education.

Proposal for Tuition Increase and Teacher Compensation

Teaching and Education Committee

Dhipthi Brundage
Chris Erskine
Burt Hutto
Elissa Baldwin Murphy
Christy Tronnier

Background

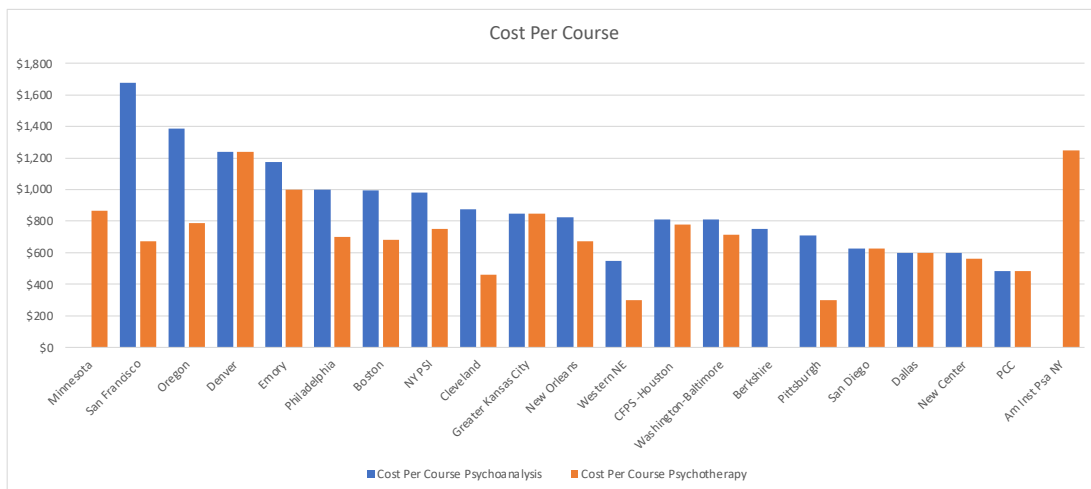
The courses offered by the PCC have traditionally been a rich resource for the clinician community. At various points in our history, we have paid teachers to teach the courses. We stopped doing so since about 2013. Even before then we did not pay teachers consistently. Increasingly, this has been a source of dissatisfaction among the faculty. We would venture to say it may even contribute to a feeling of demoralization. Faculty members are asked to volunteer significant time to developing, preparing for, and teaching courses without any compensation. This is a particularly significant challenge to the younger generation of faculty members because they are at the point in their careers where they are supporting young families.

Our Center prides itself on its emphasis on the tripartite learning model. We expect our students to engage in personal treatment, supervised clinical work, and course work simultaneously so that they can benefit from a truly immersive experience. However, we chronically privilege personal treatment and supervision by way of communicating, in subtext, that those are the components of training for which a faculty member should be paid. Our teaching faculty ought to be compensated just as our supervising and treating faculty are compensated.

Where shall we find the money to pay our teachers? This question has been a perennial obstacle to any movement towards teacher compensation. We propose that we have not even adequately kept up with inflation in our tuition. We have undervalued our courses despite the significant continuing education credits students get from taking them.

Current Tuition Structure

We have calculated cost per credit hour as structured today. Note the low cost our students pay for each credit hour. In our research of what other centers charge per credit hour, we found that the average cost is \$57 per credit hour. The median cost is \$52 per credit hour. The cost per course ranges from \$485 to \$1600. We know that some of these centers are in a high cost of living area. Centers like us, such as Emory and Pittsburg, charge \$1400 and \$709 respectively.



Proposed Tuition Structure

For the purposes of this proposal, we recommend an initial increase of 5% for matriculated students, 7% for residents/students, and 9% for non-matriculated students. After this initial increase we recommend yearly increases of 3% to match inflation.

Proposed Tuition Increase F2024-S2027		2024-25			2025-26			2026-27		
	Current Tuition	Proposed (5%, 7%, 9%)*	Difference	Cost per CE hour	3% annual increase	Difference	Cost per CE hour	3% annual increase	Difference	Cost per CE hour
MS rate 16 week course	\$485.00	\$510	\$25	\$21.25	\$525	\$15	\$21.89	\$541	\$16	\$22.54
MS rate 8 week course	\$235.00	\$255	\$20	\$21.25	\$263	\$8	\$21.89	\$271	\$8	\$22.54
Resident/Student 16 week course	\$600.00	\$645	\$45	\$26.88	\$664	\$19	\$27.68	\$684	\$20	\$28.51
Resident/Student 8 week course	\$290.00	\$325	\$35	\$27.08	\$335	\$10	\$27.90	\$345	\$10	\$28.73
Full Tuition 16 week course	\$650.00	\$710	\$60	\$29.58	\$731	\$21	\$30.47	\$753	\$22	\$31.38
Non-MS	\$315.00	\$355	\$40	\$29.58	\$366	\$11	\$30.47	\$377	\$11	\$31.38

*Rounded up

These increases will bring us in better alignment with other centers and our current economy while also keeping our tuition below that nationwide median.

Tuition	Cost per CE hour	16 week course	8 week course
Current MS rate	\$20.21	\$485	\$235
Recommended MS	\$21.22	\$509	\$255
Current Resident/Student	\$25.00	\$600	\$290
Recommended Resident/Student	\$26.75	\$642	\$321
Current Non-MS	\$27.08	\$650	\$315
Recommended Non-MS	\$29.52	\$708	\$354
Median from research	\$52.00	\$1,248	\$624
Average from research	\$57.00	\$1,368	\$684

The below chart shows what the total tuition income would have been during the 2023-2024 academic year had the proposed initial increase of 5%-7%-9% been instituted in that year. You will see that the potential difference in income is \$12,194. There is a greater difference (increase) in income with an increase in non-matriculated students. Courses like the Calabria courses result in greater enrollment of non-matriculated students.

Actual Enrollment	
Number of course registrations	2023-24
Psychoanalytic	82
Current Rate	\$39,770
Proposed Rate	\$41,738
Psychotherapy	18
Current Rate	\$8,730
Proposed Rate	\$9,162
Non-matriculated	166
Current Rate	\$107,900
Proposed Rate	\$117,694
Actual Totals	\$156,400
Proposed Totals	\$168,594
Difference	\$12,194

Our proposal aims to keep tuition for matriculated students relatively stable because we understand that the cost of training is already high. We aim to develop an unrestricted fund to help students defray costs of training. This increase in tuition will help meet the costs of offering our educational programs while we build the necessary unrestricted fund. Furthermore, we convey that we value the work of our teachers and of our courses by bringing our tuition more in line with other centers.