

THE INM RESIDENCY

INSTITUTE FOR NATURAL MEDICINE

Program est. 2018



2-YEAR EXPERIENCE

Semester 1

Initial Training

The goal of this residency is total understanding of a successful clinic. You will learn the processes of the medical office and the medical support that is needed for success.

Medical Mentorship

Beginning with shadowed and supervised visits, the first few months of medical mentorship will involve you working closely with your mentor and collaborating on select cases.

Credentialing

The first semester will involve your licensure and your insurance credentialing. You will work with the clinic biller or admin to get your paperwork in order.



Semester 2

Increased Autonomy

Medical mentorship continues, but with increased autonomy and acute visits. By semester 2, you will also be providing significant medical support to the staff doctors in your clinic.

Business Mentorship

Along with your clinical duties, you will get additional business mentorship in the form of day to day conversations and in the form of your Business Growth Project.

Practice and Reflection

In Semester 2, you will really start to feel like you are hitting your stride at your clinic. Practice and Reflection will improve your medical acumen, and the efficiency of your visits and charting.



KEY FEATURES

Business Mentorship

Day to Day Mentorship

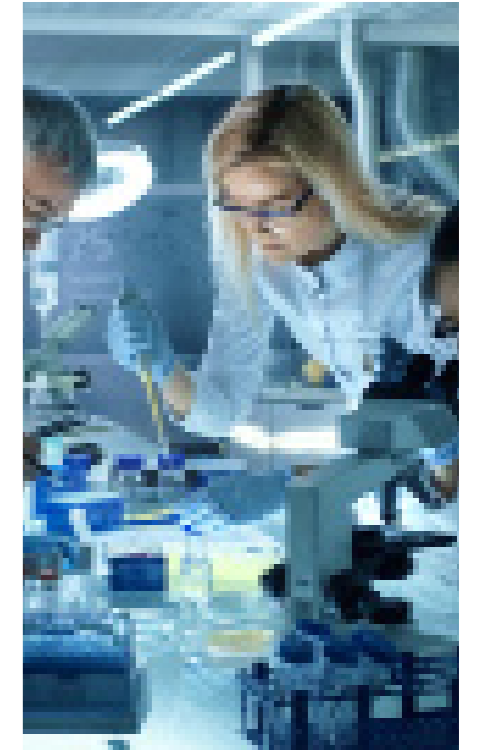
Business changes daily, and each day brings new challenges. In your clinic, we pull the curtain back and include you in important day to day operations.

Business Growth Project

Learn the process by which all successful businesses grow, and create and lead a project that authentically increases business in your host clinic. Look at data, make a plan, execute it, and reflect on the results. Present your project to the cohort.

Practice Management Seminar

One seminar is dedicated to practice management. Learn about business fundamentals and practice types.



Semesters 3 and 4

Training and Leadership

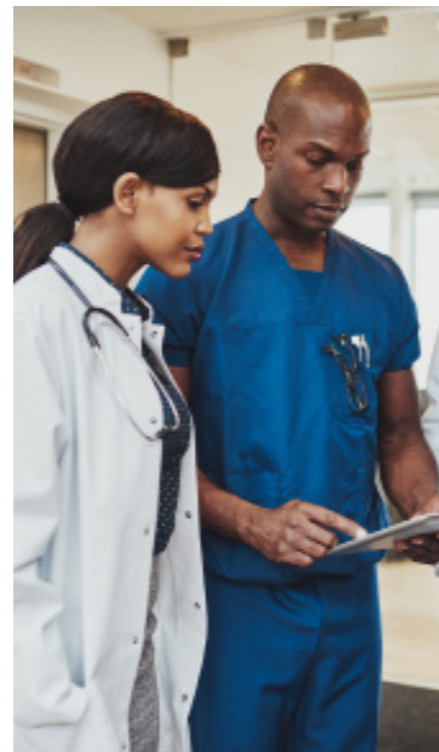
The 2nd year of this residency will give you experience in leadership and oversight, as you will be responsible for onboarding the new 1st year resident.

Practice Growth and Patient Care

Malcolm Gladwell's 10,000 hour theory suggests that you need 10,000 hours of focused practice to attain mastery. This year is all about developing your expertise as a physician through intensive practice.

Transition to Career

Your mentor clinic is your ally as you seek the next step in your career. Whether you seek to start your own practice, or are seeking employment at an established clinic, you are not alone.



Quarterly Academic Seminars

Learn from the Best

With topics ranging from Emergency Medicine to Men's and Women's Health, learn key information from the most successful and noted NDs in the country.

Practical Application

Seminars are designed to be practical and useful, with multiple speakers and opportunities for engagement.

Build Relationships

Make connections with the most successful ND clinics in the area, as well as key vendors like Thorne, Integrative Therapeutics, and more. Connect with your fellow residents.



Medical Mentorship

Shadowing and Reflecting

Intensively shadowing your mentor is the best way to learn what makes them successful. Help research cases, suggest treatments, and reflect on the process of the visit.

Autonomous Visits and Practice

Acute visits give you a wide range of conditions and patients to work with, and the 2-year scope give you time to build relationships with your own patients over time.

Insurance Billing and Coding

Learn from your mentor about the optimal billing and coding practices for an ethical, successful clinic.

INM RESIDENT PROFILE

"WE COULDN'T BE HAPPIER WITH DR. NEVITT. HER COMPASSION AND EMPATHY PROMOTE DEEP, HEALING RELATIONSHIPS WITH HER PATIENTS. HER RELENTLESS WORK ETHIC PRODUCES TREATMENT PLANS THAT YIELD SIGNIFICANT HEALTH IMPROVEMENTS IN HER PATIENTS. HER FOLLOW UP SHOW PATIENTS SHE IS WITH THEM ON THEIR JOURNEY. IT HAS BEEN A TRUE HONOR TO PARTICIPATE IN HER GROWTH AND DEVELOPMENT AND WE ARE SO HAPPY SHE WILL BE CONTINUING AS A SECOND YEAR RESIDENT THIS OCTOBER!"

--DR. ADAM SILBERMAN

Dr. Britta Nevitt is proud to call herself the first resident at The Center for Health and Wellbeing. She achieved her Bachelor of Science at UC Berkeley, and Doctorate of Naturopathic Medicine at Bastyr University, California. She is passionate about combining both naturopathic and conventional therapies, with particular interest in IBS, IBD, autoimmunity, endocrinology and metabolic disease.

Dr. Nevitt is a San Diego native who loves the outdoors and is passionate about bringing people together. She puts patient values at the forefront of treatment, and enjoys learning each unique story and collaborating to find the solutions that are right for each individual.

DR. BRITTA NEVITT

2ND YEAR RESIDENT AT
THE CENTER FOR HEALTH & WELLBEING



THIS RESIDENCY REPRESENTS A PARTNERSHIP BETWEEN TOP ORGANIZATIONS IN NATUROPATHIC MEDICINE

When the founding leaders of this program sat in a small conference room in Seattle's University district, laying out the initial ideas and plans that would become this residency, they could not have predicted how timely and important this kind of partnership would be.

Let's face it: NDs need access to high quality, consistent post graduate training. Its one of the largest barriers to our collective success. However, by working with the most committed Universities, the most forward thinking companies, and the best ND clinics in the country, we can change that.

THE FINAL AND MOST IMPORTANT PIECE OF THIS RESIDENCY PUZZLE IS YOU!

The clinics involved in your mentorship are not only CNME-certified residencies, but go further by mentoring their residents in the business of naturopathic medicine, by organizing and leading our Quarterly Academic Seminars, and by opening their businesses to review by INM to ensure they are able to give residents the kind of experience they deserve.

**our
story**

THE 2-YEAR RESIDENCY IS IMPORTANT FOR YOUR THOROUGH POSTGRADUATE TRAINING AS A NATUROPATHIC DOCTOR

Our sponsors and corporate partners are a big part of why we can do what we do in this residency. INM carefully vets all potential sponsors, and each organization who helps to sponsor this residency is truly committed to the success and growth of the Naturopathic profession. They are our champions, giving back to the greater good. For that, we are grateful!

OUR ULTIMATE GOAL IS A HIGH QUALITY RESIDENCY FOR EVERY ND GRADUATE

Each residency group is based around a committed naturopathic medical college with an accredited ND program. The school serves as the academic hub for the residents in its geographical region. To get involved, schools also commit consistent funding to the program to help underwrite more residency opportunities.

As our program grows, we look forward to every accredited naturopathic medical school in the country joining the example and commitment of Bastyr University, who is funding parallel residency groups in Seattle and San Diego.

MEDICAL MENTORSHIP

INM RESIDENCY

LEARN DIRECTLY FROM THE BEST NDS
IN THE COUNTRY

The primary goal of the INM Residency is to assist the resident in integrating their years of education into a coherent approach to deliver competent naturopathic primary care to each patient. This is a two-year residency, which we feel is essential to gaining the experience necessary to build a successful practice.

The first quarter is mostly about observation and becoming familiar with clinic operations. You will also learn business practices in action, and the back office medical requirements not seen in your education that are necessary for smooth clinic operations. You will have personal experience with laboratory function and testing, intimate knowledge of the dispensary and also coding/billing. The INM also arranges for clinic rotation in the early part of residency education. This is to build the cohort and for the residents to see all sorts of approaches to the delivery of naturopathic care. The added benefit of this is that our residents meet and become acquainted with some of the top clinic owners in the country.

By winter of your first residency year, you will be scheduled with your own patients and clients. Most clinics are scheduling acute care and procedures by the second or third month of a resident's first year. You will develop or improve your procedural skills in each site. As your confidence and skills improve you will be given more and more independence while under the watchful guidance of your clinic director. It is at this time that your administrative duties and the medical duties start to come together. This is part of the education of running your own business entails learning to balance competing requirements and learning to prioritize. Your clinic director is there to help you with those challenges. Although there will be casual evaluation and guidance daily and weekly, there will also be formal evaluation on a regular basis examining your ability to apply naturopathic principles in your diagnostic skills, clinical thinking and therapeutic approach.

By spring of your first year, you'll be developing some sense of your personal goals and a plan to support the growth of your personal practice. Your schedule is filled with a blend of your own patients, acutes, and new patients, or collaborating with patients from other physicians in your site. At the end of your first year, you will have the skill set to integrate your education and begin truly becoming the physician you want to be.

The completion of the first year is really just the beginning; as you now have seen a wide variety of patients of truly a primary care setting. You have been overwhelmed with the sheer magnitude of what it is to run a business to deliver quality Naturopathic healthcare and stay true to the principles of our medicine. You may have been excited to explore a specialty area of expertise for yourself. It is the second year that you get to fly on your own, while having an experienced Naturopathic Physician available "down the hall". The second year is when you hone your craft, build your practice and challenged with complicated cases that you have access to someone who "has your back". By the time you are in your second year, the clinic director is handing the reigns over to you. The difference between completion of the first year and the second year is palpable. The second year resident upon completion has the confidence level and competency to set up their own practice and be a contributing and inspiring alumni of this program.

Key Features:

- 2-year residency provides a richer, deeper experience
- Mentorship by top clinics in your area
- Primary care mentorship
- Specialty care mentorship
- Robust patient contact
- Cohort model
- Quarterly academic seminars

INM RESIDENCY CLINIC SPOTLIGHT

THE CENTER FOR HEALTH & WELLBEING SAN DIEGO, CA

The Center for Health & Wellbeing is San Diego's premier integrative medical practice bridging the gap between conventional medicine and alternative therapies. We place an emphasis on patient-provider partnerships that foster the achievement of optimal health & wellness in a convenient and relaxed setting. We encourage patients to take an active role in their healthcare by providing an integrative medicine team that emphasizes the common goal of patient success.

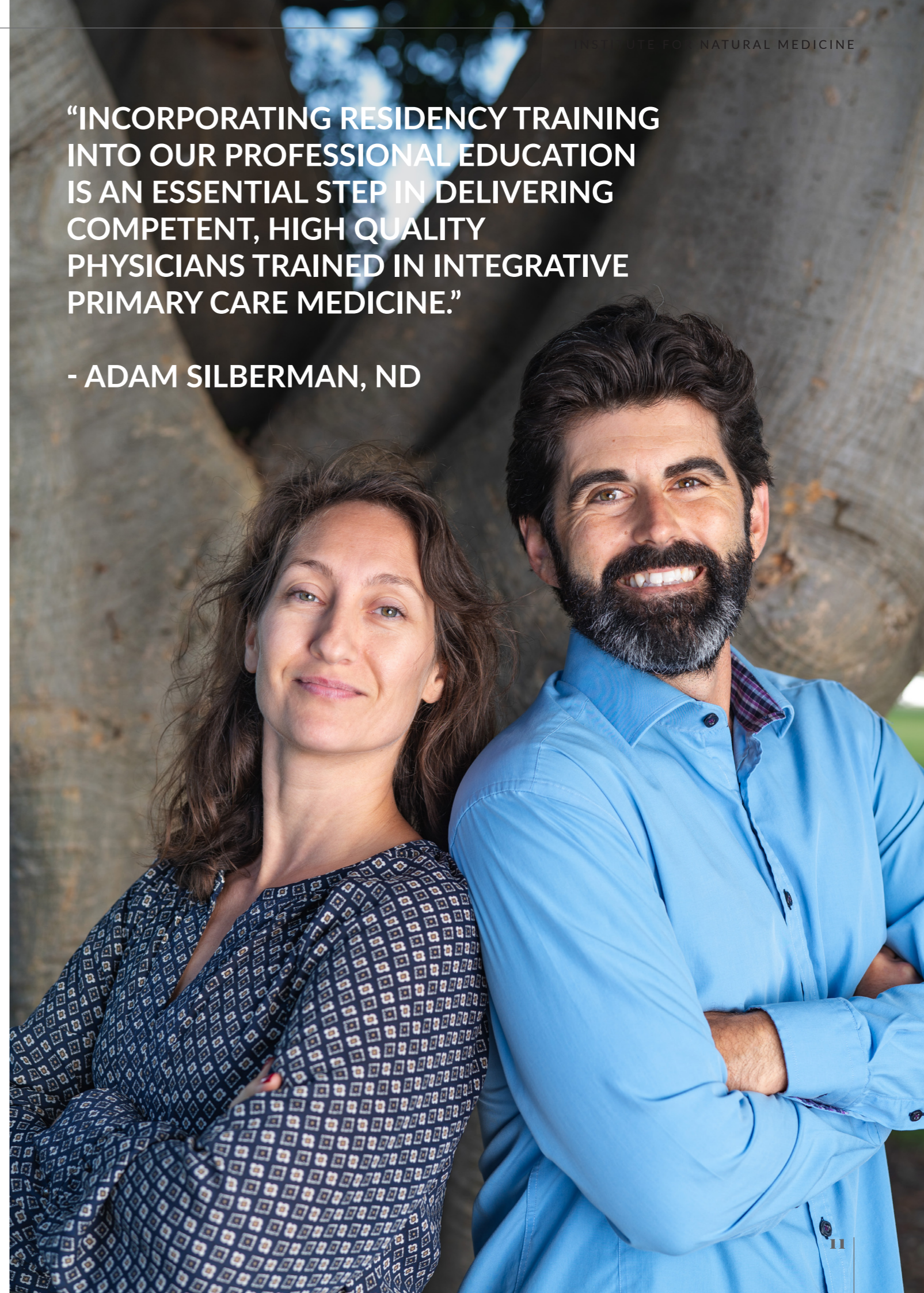
Our unique integrative team care model creates ample opportunity for collaboration and incorporation of leading edge therapies to address the whole person. At CHWB, Naturopathic Doctors, Medical Doctors, Nurse Practitioners,

Chiropractic Doctors, Doctors of Oriental and Chinese Medicine, and Marriage and Family Therapists work alongside each other to support the totality of each individual.

For the last 22 years, The Center for Health and Wellbeing has been committed to leading the future of integrative healthcare. Through our residency program, we seek to be a "part of the solution" towards bridging the residency gap and training the future leaders of our profession. Through rigorous collaborative training in a multidisciplinary setting, we are dedicated to raising the bar for both integrative medicine and quality of patient care.

"INCORPORATING RESIDENCY TRAINING INTO OUR PROFESSIONAL EDUCATION IS AN ESSENTIAL STEP IN DELIVERING COMPETENT, HIGH QUALITY PHYSICIANS TRAINED IN INTEGRATIVE PRIMARY CARE MEDICINE."

- ADAM SILBERMAN, ND



BUSINESS MENTORSHIP

BEING A GREAT DOCTOR ISN'T ENOUGH FOR AN ND. YOU ALSO HAVE TO UNDERSTAND THE SKILLS THAT MAKE ORGANIZATIONS SUCCESSFUL.

BUSINESS GROWTH PROJECT TIMELINE AND REQUIREMENTS



Business Mentorship

This residency is unique because we ask clinics to truly pull back the curtain and share their knowledge of the business of naturopathic medicine. You will be privy to key decisions, staffing, and financial knowledge that would normally be hidden from a resident.

Business mentorship happens day-to-day, and organically within the normal flow of your host clinic.

In addition to day-to-day business mentorship, we also devote an entire QAS to business topics, to help prepare you for what comes next in your career.

Practice Management QAS

This QAS goes deep into practical elements of practice management, and even discusses some career options outside of clinical practice.

From a business primer, to tax pro advice, to a panel of speakers on different practice types, to insurance billing and coding, this seminar will give you a key edge in your new career.

Business Growth Project

This project is meant to give you an opportunity to practice a process that every successful business undergoes. That is, the process of self-reflection, goal setting, and finding ways to increase business in order to reach those goals.

There is no perfect project. What's important is the process. Start by working with your mentor to determine your host clinic's needs and largest areas of growth. Then, think outside the box, and come up with a plan to facilitate that growth. Reflect on the project throughout your 2 year residency, and come to a conclusion as to the effectiveness of your project and its impact on your clinic.

This project will culminate in a public presentation of your project and its results for your peers, our sponsors, and the clinic directors in the Residency Consortium.

Projects can range from something as simple as creating a weekly walking group to promote community in your clinic, to something as deep as a brand new program and its associated marketing.

Business Growth Project Timeline

Quarter 1: Gather Data. Learn about your host clinic and its current reality, needs, goals, and future plans. Begin to develop an idea to help the business increase growth within its stated goals and needs.

Quarter 2: Clearly Develop your Project and plan. This includes timeline, goals, and an understanding of how you will measure success.

Quarters 3 and 4: Actively engage in your project. Be mindful of your progress, and reflect regularly. Pay attention to any information or data that may help you understand the impact of your work.

Quarters 5 and 6: Continue working on the project, and monitoring success. During the second year, it may be prudent to, after reflection, make changes to aspects of your project to aid in its success. This is normal and encouraged.

Quarter 7: You should be wrapping up your project, and completing a presentation of your experience...the good and the bad.

Quarter 8: Present your Business Project to your colleagues and peers in a formal setting.

INM Residency Member Clinics

Alpine Integrated Medicine
Center for Health and Wellbeing
Champlain Center for Natural Medicine
Emerald City Naturopathic Clinic
Federal Way Naturopathy
Fern Valley Natural Health
Healthtopia
Institute of Complementary Medicine
Live Well Clinic
Natural Medicine of Seattle
One Sky Family Medicine
Sage Medical Group
Spark Health Naturopathic Medicine
Vida Integrated Health

RESIDENT APPLICATION AND TIMELINE

Potential residents are encouraged to visit with clinics that they may apply to before the end of February of the calendar year for which the residency is planned to begin in October.

CNME residency applications are due between mid-February and mid-March - see website for exact dates.

Interviews are conducted from end of March to beginning of May, the match date in mid-May.

CLINIC SELECTION PROCESS

INM is always seeking new, successful, clinics to add to our available residency sites.

We ask clinics to commit to our program, going above and beyond the usual expectations for residency sites. Clinics are expected to mentor residents in not only Naturopathic Medicine, but in the business behind it.

If you are ready to really join forces to create opportunities for all NDs, we encourage you to apply at naturemedpro.org.

CLINIC APPLICATION AND TIMELINE

INM collects clinic applications from August through November of each year, and makes selections in December.

Selected clinics are notified in January following application.

Clinics must update their CNME profiles by February, as residents begin applying in early February.

Conduct interviews with prospective residents between late March and early May. Select and match with residents by mid-May.

Clinic directors meet in person at AANP's Annual Convention & Exhibition each summer for the residency consortium's annual retreat and required planning meeting.

First resident begins in October.



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