

BASTYR UNIVERSITY
AFFILIATE CLINIC RESIDENCY DESCRIPTIONS

Bastyr - Susan Samueli Center for Integrated Medicine
Champlain Center for Natural Medicine
Collaborative Natural Health Partners
Eastside Primary Care and Wellness
Fern Valley Natural Health
Holistique Medical Center
Integrated Health Clinic
Institute of Complimentary Medicine
Masa Integrative Clinic and Seattle Nature Cure Clinic
Medical Center at PRO Sports
Natural Medicine of Seattle
One Sky Family Medicine
One Sky Family Medicine
Port Moody Health
Revolutions Naturopathic
Seattle Integrative Oncology
Sierra Tucson
Sound Medical Weight Loss
Spark Health
The Center - A Place for Hope
The Northwest Center for Optimal Health
Totl River Residency
Vital Kids Medicine
YNC General Medicine Residency
YNC Residency Naturopathic Oncology

Susan Samueli Center for Integrated Medicine Residency Program

The Susan Samueli Center for Integrated Medicine (SSCIM) at UC Irvine, is offering a CNME-approved, two-year Bastyr-affiliated residency program in primary care naturopathic medicine. This position is for one (1) full-time first year resident. The anticipated start date is October 1st, 2018. The ideal resident must have good work ethics, and strong interest in Integrative and Functional Medicine, Cardiovascular disease prevention and management, as well as Endocrine and metabolic diseases.

The residency will be based primarily at SSCIM located in Orange County, California. The team at SSCIM includes MD's, ND's, DO's, Acupuncturists, and Massage Therapists. The Center provides general primary care while focusing on patient education, preventative health care, and integrative management of chronic diseases.

SSCIM Residents will have many opportunities to develop and enhance their skills as a primary care provider and naturopathic physician. The key components of the program include:

- Clinical experience – direct patient care with built-in time for case discussions and patient co-management.
- A didactic component that is coordinated by the ND Residency Program Director and delivered by various faculty/staff
- Additional didactic opportunities via conferences, seminars, as well as continuing education courses at UCI and Bastyr University.
- Mentorship and direct supervision to facilitate and enhance the student's growth both personally and professionally
- Health Education through active participation - Resident will have the opportunity to deliver on-site seminars and workshops, present at our annual conference, and participate in grand rounds and case discussions
- Engagement in research and scholarly activity
- Administrative responsibilities which include but are not limited to coordinating patient care, assisting in inventory management and prescribing activities, program development, and more.

This is a full-time appointment and the resident will receive a Bastyr resident's salary with benefits including paid time off (plus major federal holidays), malpractice coverage, a CE allowance, and access to on-line databases and other references.

The goals of SSCIM are:

- To implement, validate, and execute effective integrative models of clinical service
- To educate future healthcare professionals about integrative methods of healthcare delivery, and enable them to provide better care to their patients, and seek it in their own lives
- To provide quality care in a compassionate, friendly atmosphere.



Champlain Center for NATURAL MEDICINE

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Champlain Center for Natural Medicine offers preventive care that is family-centered compassionate, and culturally competent. Founded by Dr. Bill Warnock, the first licensed Naturopathic Physician in Vermont, CCNM combines the best of modern medicine with the wisdom of traditional healing methods. The clinic offers the most up to date medical evaluations and treatment, as well as scientifically studied, natural holistic options individually designed to improve health and prevent disease. As an accredited Medical Home, we are a full care primary care practice offering a broad range of services.

If you are interested in becoming a Primary Care physician, training in a supportive learning environment then consider applying to our residency. Here you will be mentored by Dr. Warnock and Dr. Jacobs.

Dr. Warnock is medical director of CCNM. Dr. Warnock received his Doctorate in Naturopathic Medicine from Bastyr College of Medicine and his BS in Botany from the University of Washington. When he set up his practice in 1985, he was the first Naturopathic Doctor in Vermont. He served as president of the Vermont Association of Naturopathic Physicians for many years, and now serves on the Executive Committee for Vermont Blueprint for Health. He is a family practitioner with expertise in treating childhood illnesses, obesity, and chronic debilitating diseases such as cancer, multiple sclerosis, HIV/AIDS, arthritis, diabetes and chronic fatigue, as well as preventive health.

Dr. Susan Jacobs is a leader in the field of naturopathic medicine where her broad-spectrum of knowledge blends Eastern and Western traditions of healing. She loves working with women and children and has successfully treated many conditions, including chronic and acute pain, fibromyalgia, depression, anxiety, insomnia, allergies, irritable bowel syndrome, musculoskeletal pain, weight loss, addiction, thyroid conditions, chronic fatigue and attention deficit disorder.

This is a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine and will be accepting one or two full time first year residents. CCNM also offers a second year residency program.. The ideal resident must have good work ethics, and a genuine interest in primary care medicine. By being in this residency, you will receive appropriate supervision and participate in regular didactic activities that include patient case discussions and review of the current research journals. Administrative responsibilities include but are not limited to fluency on electronic medical records, referrals, prior approvals, or general office support. Experience in homeopathy, acupuncture or IV therapies a plus. This is a full-time appointment. The resident shall receive a competitive salary with benefits, including paid time off, DEA license and malpractice coverage while in the residency program.



Mission Statement

It is the mission of the practice to promote sustainable healthcare and optimal wellness by educating and empowering our patients and community with knowledge, service and commitment. Our goal is to create a safe and supportive space where every patient feels heard and respected, and is provided a plan to work towards optimal health. Our physicians focus on the root cause of disease and aim to restore balance using techniques that nurture the body's own ability to heal.

CLInlc as a Residency Site

We are offering a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine. This position is for one (1) full time first year resident. The anticipated start date is October 2018.

Our clinic is set up to integrate evidence-based practitioners under one roof. From naturopathic medicine, acupuncture and nutritional therapy to primary care, bio-identical hormone replacement and injection/IV therapy. Our practice has grown at such a fast pace we are currently finishing a build out that increases our patient exam room space and meeting areas. The map that is included in this packet is of our final build out. Additionally, with the expansion of bringing on primary care doctors we are changing the name of the clinic in the upcoming month. Our new name will be Collaborative Natural Health Partners, as we are no longer just naturopathic specialists.

Our vision for the future includes mentorship of new graduates in all aspects of being a naturopathic physician from coordination of care with practitioners from various fields of medicine, to honing lecturing and writing skills to research for which our patients and the profession would benefit. We are excited to be in a place where we feel we can offer a great experience to a resident naturopathic physician, we are looking forward to the process.

Connecticut Natural Health Specialists have demonstrated their commitment to education of their practitioners and community for years. It feels like a very natural next step to offer this commitment to the greater naturopathic community with an excellent residency program. Our commitment to the resident is to create a welcoming learning environment where they feel supported and where they can gain confidence in their skills as a physician. Our goal is to elevate the other physicians in the office, practitioners in the community and to elevate the surrounding community by adding another supportive practitioner to the practice. Our entire team is committed to this mission.

Goals of Residency Program

1. To offer an in-depth learning environment to a naturopathic resident in both naturopathic medicine and integrative primary care
2. To expose resident to a range of lab testing, disease conditions, evidence based research and modalities.

3. To Increase the exposure of naturopathic medicine in the community as well as enhance the resident's public speaking and writing abilities and research skills.
4. To enhance the field of naturopathic medicine by offering a high-quality learning environment to a resident while evolving more research and resources for the greater ND community.

Resident Job Description

The naturopathic resident will play a special role in the office. They will support the naturopathic physicians through case research, laboratory test ordering, blood pressure checks, tincture refills and seeing acute visits. The naturopathic resident may also serve as a support to the primary care osteopathic physicians in the office with office visits, functional medicine questions and laboratory testing, always staying in the scope of a naturopathic physician in the state of Connecticut.

The naturopathic resident will also serve as an educator in the office. Teaching classes to the community on a monthly basis on a variety of topics, lecturing with the other physicians in the community and writing blog posts and published articles are just some of the activities in which the resident will be performing. The naturopathic resident will also be responsible for a quarterly physician/practitioner newsletter as well as a monthly podcast.

The naturopathic resident will also organize and help run our research efforts. We currently partner with nutraceutical companies and laboratory testing companies as well as other physicians to research treatments for specific conditions. It will be the role of the resident to help capture this data and organize the studies. They will additionally be given the opportunity to co-author any studies they participate with.

The naturopathic resident will be expected to be working 40 hours a week with a variety of these tasks to offer a dynamic learning experience. The resident will be expected to attend and present at monthly physician meetings. They will have full access electronic medical records and library.

This position is a full-time appointment and the resident shall receive competitive salary pay of \$37,000/year with benefits including 14 days paid time off plus major federal holidays, malpractice coverage, and a CE allowance. We also require a resident sign a non-compete contract.



Eastside Primary Care and Wellness is accepting new application for its residency that will start in October 2018. This is a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine. This position is for one (1) full time first year resident. The ideal resident must have good work ethics, strong interest in primary care, and openness to allopathic medicine.

Eastside Primary Care and Wellness is located at 2100 116th Ave NE, Bellevue WA 98004. Clinic is an established practice that sees patients from greater Bellevue and Seattle area. The resident will be supervised by Michael Corsilles, ND, PA-C and Erik Suh, MD. Dr. Corsilles received his Doctor of Naturopathic Medicine degree from Bastyr University in 2002 and his Physician Assistant degree from the University of Washington in 2010. Dr. Suh received his Doctor of Medicine degree from the University of Texas -School of Medicine and completed a Family Medicine residency. Both have been in practice together for the past seven years. Dr. Corsilles and Dr. Suh provide integrated primary care. The clinic patients span all ages from newborn to seniors. The team provides primary care to pain management, performs allergy testing, esthetic procedures such as skin tightening to laser treatments, to addiction medicine. The clinic will provide the resident will have a separate office space and access to the internet on-line databases. The clinic is HIPAA compliant.

Goals of Residency Program

1. Learn effective business practices
2. Improve time management skills
3. Become proficient in medical procedures (IVs, suturing, biopsies, injections).

Resident Job Description

1. Direct patient care and working with our clinical team
2. Charting/documentation of patient care
3. Help with business and marketing (social media posting, video blogs, newsletter articles)

This is a full-time, at least 40hrs/week appointment. The resident shall receive competitive salary of \$34,000/year with benefits including paid time off, plus major federal holidays, license and malpractice coverage, a \$500 CE allowance, paid health care benefits, and access to on-line databases and other references. We also require that resident sign a non-compete contract of 10 miles.



Fern Valley Natural Health is offering a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine. This position is for one (1) full time first year resident. The anticipated start date is October 2018. Our ideal resident will have advanced pediatric knowledge, women's health knowledge, and is willing to credential with all major insurance companies.

Fern Valley Natural Health is a naturopathic, primary care medical practice dedicated to providing comprehensive, individualized healthcare for the whole family. We specialize in combining modern-day, evidence-based medicine with traditional naturopathic therapies to provide our patients with effective solutions to meet their individual healthcare needs and future goals. We aim to treat the whole person, using the least-force therapies necessary, and taking into account all the mental, emotional, physical, social, and environmental aspects of health. We emphasize education, teaching individuals and families about their health and encouraging them to take action to achieve their health goals.

Dr. Loren Riccio started formulating the concept that is now Fern Valley Natural Health while she was still practicing in both Seattle at Emerald City Naturopathic Clinic and Bellevue at Eastside Birth Center. She realized that her clients at the birth center were struggling with commuting to Seattle and there was a strong desire for quality pediatric care on the east side. Eager to help foster health and lasting relationships, Dr. Loren Riccio established Fern Valley Natural Health in October of 2012 to serve the families to which she provided midwifery care. Fern Valley Natural Health is now known to provide quality Naturopathic Medicine to families in the community.

As a resident at Fern Valley Natural Health you will gain confidence as a physician while under the supervision of Dr. Loren Riccio. We are looking for a resident with a strong sense of self and a drive to better both their patients and the clinic environment as a whole. In addition to the qualities described above, we are looking for a clinician with the following qualities: ability to multitask, comfort and confidence with botanical medicine, blood draw skills, immunization administration skills.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to shared pager coverage and vaccine stock management.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay of \$35,000 with benefits including paid time off for 12 days, plus major federal holidays, malpractice coverage, a CE allowance of \$600/year, and access to on-line medical databases and other references. We also require that resident sign a non-compete contract.



Holistique offers a two-year CNME-approved, Bastyr-affiliated residency program in general naturopathic medicine and will be accepting one (1) full time first year resident. The resident will rotate between Holistique Medical Center and Holistique Health Institute.

These sites aim to provide continuing education and advanced training in hands-on patient care in an integrative setting that uses Naturopathic, Eastern, Western, and Bio-energetic diagnostic and therapeutic modalities.

Dr. Nooshin K. Darvish is the program director, principle supervising physician, and founder of Holistique Medical Center. She has completed a Fellowship in Integrative Cancer Therapies. Her clinic integrates Western and Eastern medicine to address chronic illness, women's health, allergies, and physical pain when diagnosing and treating the root cause.

A successful resident in the program is a person who is a highly motivated team player with excellent work and learning ethics. In addition, Holistique is looking for a clinician with the following qualities: integrity, compassion, quick learning, responsibility, self-motivation, multi-tasker and highly intelligent.

This is a full-time appointment and the resident shall receive competitive salary pay of \$34,000/year with benefits including paid time off of 10 days, plus major federal holidays, malpractice liability coverage, and a CE allowance of \$350/year. Holistique requires that resident physicians sign a non-compete contract.

The resident will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in-clinic provider meetings. The resident's responsibilities in our program include, but are not limited to:

- ☐ Participate in the clinical evaluation and care of patients in a variety of settings.
- ☐ Perform procedures, under the direct supervision of an attending physician and once competent, perform the procedures without supervision.
- ☐ Assume responsibility for patient care according to resident's level of education, ability and experience. The program director and the attending staff will determine the resident's level of responsibility and autonomy.

- Communicate effectively with their supervising physicians regarding the findings of their evaluation, physical examination, interpretation of diagnostic tests, and intended interventions on a continuous basis.
- Assisting in designing, conducting, analyzing, publishing, and writing clinical research.
- Participate fully in the educational and scholarly activities of the program and, as required, assume responsibility for teaching and supervising other residents and students.
- Create public speaking opportunities and create educational articles for public media and social media relations.
- Become familiar with back-office functions including administrative, filing, completing compliance forms (such as credentialing), insurance claims processing, accounting, providing documentation to garner successful claims approval.
- Maintain regular status updates and communication with the CNME program director and provide any and all information and forms requested from the program in a timely manner.
- Abide by all policies and procedures of the clinic, the residency training programs, and the regulations of any affiliated institution to which the resident may be assigned.



institute of complementary medicine

The Institute of Complementary Medicine (ICM) is a Seattle-based group of naturopathic physicians, located on the Swedish Hospital Cherry Hill campus. Established 22 years ago, ICM is well-established within the community, providing both primary and specialty naturopathic care. Our clinic currently has 8 NDs offering a wide array of clinical services including functional & conventional laboratory testing, dietary & lifestyle counseling, herbal medicine, homeopathy, physical medicine, craniosacral therapy, management of prescription medications and IV therapy.

If you are interested in a supportive learning environment then consider applying to the Institute of Complementary Medicine residency. Here you will be trained by Dr. Janci Karp, Dr. Kim Celmer and Dr. Kelsey Klausmeyer. Dr. Karp works with various conditions providing an integrated approach to wellness utilizing acupuncture, diet and lifestyle counseling, botanicals, and physical medicine. She specializes in preventive medicine and women's health with a focus in pre-conception care and fertility for both women and men, digestive and endocrine disorders, pain management, allergies, anxiety, insomnia, and mood disorders. Dr. Celmer graduated Bastyr University in 1997 and her areas of expertise are in primary care, women's health, digestive health, mood health, and bone health. Dr. Klausmeyer provides primary care with a focus on obesity/ weight management and men's health. He extensively utilizes IV therapy and physical medicine in his practice and has presented his work on obesity at both local and national conferences.

A successful resident in our program will be a highly motivated team player with an excellent work ethic. In addition, we are looking for a clinician with the following qualities: efficient time management skills, ability to communicate clearly (both written and verbally), passion for integrating naturopathic medicine into the larger healthcare system, has a patient-centered philosophy.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to researching cases, reviewing inventory of clinic supplies, stocking patient care rooms, ordering clinic supplies and assisting with administrative duties.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay of **\$ 37,500.00 annually, less required payroll deductions** with benefits including paid time off major federal holidays, medical/health insurance, malpractice coverage, a CE allowance of \$300.00/year, and access to on-line medical databases and other references. We also do not require that resident sign a non-compete contract.

The following are the job expectations of the resident in our program:

1. Professionalism: ICM is a professional environment and you will be expected to dress and present yourself in a professional manner. This includes being punctual for clinic shifts and notifying the office manager as soon as possible of illness/ absence.

2. Assisting supervising physician: you will be expected to assist the supervising physician with prepping patient care rooms, performing vitals, venipuncture, starting and monitoring IVs, completing chart notes, calling in prescriptions, replying to patient phone calls/ emails and completing referrals to other providers.

3. Clinical Independence: the structure of this residency is to mature from an observing role to seeing patients independently. You will have the opportunity to shadow the supervising physicians and pursue your area of interest/ specialty as your residency progresses.

Integrated Health Clinic is located in Fort Langley, British Columbia, Canada. It is large and thriving clinic with a team of 13 naturopathic doctors, providing cancer care and primary care medicine. This is a CNME approved residency and currently accepting applications for a two-year position in naturopathic oncology.

If you are interested in a supportive learning environment then consider applying. Here you will be trained by Dr. Gurdev Parmar who is a leader in the field of naturopathic and integrative cancer care. Dr. Parmar is the founder and medical director of Integrated Health Clinic and was the first Canadian Naturopathic Physician to qualify with a fellowship from the American Board of Naturopathic Oncology in 2007.

A successful resident in this program is a person who is a highly motivated team player, with excellent work ethic. In addition, we are looking for a clinician interested in evidence guided naturopathic cancer care, an interest in research, and a keen interest in furthering the clinic's outreach programs to the public.

You will participate in regular didactic activities that include ongoing case discussions, review of the current research journals, and attend in regular cancer care provider meetings, including preview three times weekly, and reviews on a weekly basis. Other residency responsibilities include but are not limited to working in our busy IV and blood work laboratory, writing case reports, learning about the treatments we offer at the clinic including hyperthermia, and many other professional development opportunities.

The resident will be given opportunities to undertake additional oncology rotations as the schedule allows. This is a full-time appointment and the resident shall receive a competitive salary pay of \$40,000 with benefits including paid time off 10 working days per year (2 weeks), plus major holidays, medical/health insurance, malpractice coverage, and access to on-line medical databases and other references. We also require that our residents sign a non-compete contract.

The following are the job expectations of the resident in our program:

IHC Lab Specialist

1. Two (2) days per week in the lab performing the duties identified below
 - a. Preparation of patients for IV infusions,
 - b. Preparation of patients for injection therapies,
 - c. Administering IV infusions,
 - d. Administering injection therapies,
 - e. Compounding of IV infusion bags,
 - f. Execution of blood draws for laboratory testing,
 - g. Administration of laboratory testing,
 - h. Support to the administration of other applicable clinic services.
 - i. Respond to patient care and emergency situations in a prompt & professional manner in accordance with clinic procedures.

Research Engagement

1. *Retrospective/Prospective Study*

- a. Evaluate data collection mechanisms and provide feedback/suggestions for improvement,
- b. Confirm status of IRB requirements and drive fulfillment of those requirements,
- c. Develop protocol for prospective implementation,
- d. Evaluate and drive publishing opportunities.

2. *Case Reporting*

- a. Establish a reporting format that conforms to industry standards,
- b. Lead the writing of ongoing patient case reports,
- c. Evaluate and drive publishing opportunities.

3. *CUSIOS*

- a. Evaluate implementation mechanisms at IHC,
- b. Primary liaison with principle study coordinators.

4. *WBHT Study*

- a. Lead research coordinator,
- b. Facilitate IRB,
- c. Facilitate funding.

Clinical Practice

Establish clinical practice presence in the IHC CCC.

Target: 1-2 days per week throughout the residency program.

Mentoring

Mentoring with Dr. Parmar

Target: 1-2 days per week throughout the residency program.

Mentoring with offsite Medical & Radiation Oncologists

Target: 1 day per week throughout the residency program.

Engage as an IHC CCC ambassador for relationship development.



**MASA
INTEGRATIVE
CLINIC**

Dr. Masahiro Takakura is offering a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine with an emphasis on primary care, physical medicine, and sports medicine. This position is for one (1) full time first year resident. The anticipated start date is October 2018. The ideal resident must have good work ethics, and strong interest in patient-centered medicine according to the naturopathic principles.

The resident will be rotating between two clinics, at the Masa Integrative Clinic at 8012 15 Ave NW, Seattle, WA 98117 and at the Seattle Nature Cure Clinic located at 7621 Aurora Ave N, Seattle WA 98103. Masa Integrative Clinic provides naturopathic care, physical medicine, hydrotherapy, nutrition, and acupuncture. Seattle Nature Cure Clinic provides primary care naturopathic medicine, chiropractic medicine, and acupuncture. This residency will also provide the opportunity to learn craniosacral therapy, visceral manipulation, and various injection therapies with ultrasound-guided techniques. Dr. Masahiro Takakura, medical director will supervise the resident at both clinics. The facilities have several treatment rooms, are HIPAA compliant, and the resident will have access to on-line databases and journal articles.

The resident will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Administrative responsibilities include, but are not limited to, arranging meetings and education with various diagnostic companies, being the point of contact for the representatives for those companies, and taking part in team efforts of clinic housekeeping. The resident will have opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay with benefits including paid time off, plus major federal holidays, malpractice coverage, a CE allowance, and access to on-line databases and other references.



Naturopathic Medicine
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Service Vision

PRO Sports Club hires and trains an extraordinary cast to provide a friendly, unique, caring environment for adults and families with World Class facilities, knowledge, and services. We want all people who visit our clubs to be sincerely cared for and leave feeling refreshed and excited about their experiences at PRO Sports Club.

Guest Promise

We are Exceptional People, Creating Exceptional Experiences.

Philosophy

We are very proud of PRO Sports Club and believe that it captures our enthusiasm and challenges us to be the best at what we do. The PRO Sports Club is built on the foundational conviction that what we offer our members is inherently good for their health and their spirit. We have the responsibility to provide a safe, friendly, clean, attractive, and responsive environment that enables our membership to achieve the objectives they had upon joining the PRO Sports Club.

Objectives

At every level of PRO Sports Club, we strive to help our members achieve their goals. This means assisting members in defining goals and giving them the tools, service measures, and support necessary to achieve them.

ProSports Club Residency

We at PRO Sports Club are excited to establish for the first time a Naturopathic residency program. We have recently added Dr. Brooke Weitz to our team of medical professional and will continue to build our integrative practice as we break ground for our four-story medical building. PRO Sports Club has a long history of providing care in the areas of anti-aging, physical therapy, dermatology, podiatry, and our renowned 20/20 lifestyles program.

Our resident not only will be able to work at our new state-of-the-art facility, but have access to the multiple modalities, programs, training, and equipment our club offers. The patient experience we provide sets the standard of care in our region. In addition, to medical services, we also offer cosmetic dermatology, massage therapy, pilates, yoga, and new therapies coming soon.

We look forward to adding our resident to our team of professionals who embody health both in professionally and personally.

We invite you to learn more about our 277 square foot facility along with our specific programs and offerings for our community at www.proclub.com.

Statement of Organizational Commitment

1. Develop depth, skill, judgement, and confidence as a competent, skilled, and safe practitioner.
2. Benefit from a mentoring process in an integrative, team-approach setting.
3. Experience more complex cases and the ability to experience follow up and continued care for these cases.
4. Develop Diagnostic Awareness and practice management skills.
5. Develop appreciation of how the naturopathic philosophy works and is implemented in practice.
6. Develop appreciation of the need for Continuing Education, developing a referral network, and collaborating with colleagues.
7. Gain experience working in the same facility with other health care practitioners (physical therapists, nutritionists, personal trainers, weight loss specialists).
8. Develop charting, billing, and coding skills, as well as some marketing and administration.
9. Determine personal style and preferences of practice and patient care.



At Natural Medicine of Seattle, our practitioners are defined by our care and dedication to our patients. Our clinic has been at the forefront of the industry, healing and educating patients by combining natural therapies with conventional treatments and analysis.

We provide the best and latest in medical science with a natural approach, finding the root causes and restoring your healthy, functional body.

We believe in your ability to take an active approach to your health. We make it a point to educate you on your treatment options, and what is really going on in your body. We don't just diagnose symptoms and provide a cure; we find the cause of your illness, and make sure that you are equipped to prevent recurring problems.

Our clinic is one of the only clinics in Seattle offering Intravenous Micronutrient Therapy. This ground-breaking therapy can minimize the side effects of traditional medicines and allow the body to recover faster. Our founder, Dr. Margie Ikeda, was one of the first to receive post-graduate training in IVMT at Bastyr University, where she now teaches advanced IV Therapy courses.

A successful a resident in our program is a person who is a highly motivated team player with excellent work ethics. In addition, we are look for a clinician with the following qualities: Interested in IV therapy, self-motivated and adaptable.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to managing the IV room, phlebotomy and ordering supplies.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay with benefits including paid time off 14 days, plus major federal holidays, medical/health insurance, malpractice coverage, and access to on-line medical databases and other references. We also require that resident sign a non-compete contract.

The following are the job expectations of the resident in our program:

1. Educating themselves on new products and procedures. Relaying that information back to the other doctors in the office.
2. Building a patient base.
3. Being able to manage coordinating patient care, the IV room, and ordering supplies.



At Natural Medicine of Seattle, our practitioners are defined by our care and dedication to our patients. Our clinic has been at the forefront of the industry, healing and educating patients by combining natural therapies with conventional treatments and analysis.

We provide the best and latest in medical science with a natural approach, finding the root causes and restoring your healthy, functional body.

We believe in your ability to take an active approach to your health. We make it a point to educate you on your treatment options, and what is really going on in your body. We don't just diagnose symptoms and provide a cure; we find the cause of your illness, and make sure that you are equipped to prevent recurring problems.

Our clinic is one of the only clinics in Seattle offering Intravenous Micronutrient Therapy. This ground-breaking therapy can minimize the side effects of traditional medicines and allow the body to recover faster. Our founder, Dr. Margie Ikeda, was one of the first to receive post-graduate training in IVMT at Bastyr University, where she now teaches advanced IV Therapy courses.

A successful a resident in our program is a person who is a highly motivated team player with excellent work ethics. In addition, we are look for a clinician with the following qualities: Interested in IV therapy, self-motivated and adaptable.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to managing the IV room, phlebotomy and ordering supplies.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay of 33,000 with benefits including paid time off 14 days, plus major federal holidays, medical/health insurance, malpractice coverage, and access to on-line medical databases and other references. We also require that resident sign a non-compete contract.

The following are the job expectations of the resident in our program:

1. Educating themselves on new products and procedures. Relaying that information back to the other doctors in the office.
2. Building a patient base.
3. Being able to manage coordinating patient care, the IV room, and ordering supplies.



OUR MISSION

One Sky Family Medicine strives to provide the Seattle community with a network of the finest medical professionals dedicated to serving their patients with high quality care rooted in collaboration, warmth, and growth. Our Integrated approach facilitates emotional and physical wellbeing through both naturopathic and allopathic methods, while our diverse portfolio of services and resources provides the highest quality of care through all stages of life.

OUR SERVICES

In addition of naturopathic family primary care, we also provide natural fertility, pediatrics, midwifery, and minor office procedures.

RESIDENT JOB DESCRIPTION:

Primarily, the resident physician works with Dr. McDaniel but some residency hours will involve working in the clinic as a whole. Our vision for this position for your scheduled clinic time is:

Direct Patient care: 3 full clinic days seeing patients with Dr. McDaniel, progressively with more independence. Dr. McDaniel generally see 8-12 patients a day, about ½ children and ½ adult women, providing naturopathic primary care. This is likely to be around 30 hours of patient care hours per week in these three days.

As the resident in this position, you'd be assuming a lot of responsibility for managing the visits, including preparing for the day, charting, conducting history and physical and eventually the assessment and plan portion of the visit, in house lab testing (wet prep/ microscopic tests, urine pregnancy testing, UA, rapid strep, ECG) ordering and following up on labs and referrals to specialists, online communications with patients and use of the portal.

Patient records must be complete and signed within 24 hours of the patient visit and submitted for review. Complete billing for each visit, using appropriate CPT and ICD-10 codes.

Procedures are likely to include: blood draws, IV's, IUD's, Intrauterine insemination, suture removal, wound care, frenotomy, pelvic exams and paps, for example. I will arrange for you to accompany patients for specialist consultations and/or imaging when the opportunity presents itself, as these are great learning moments.

Covering call- 50% on call time, with a back-up physician available for consults as needed. Being on call means carrying a pager or cell phone that is answered right away and calling the patient within 20 minutes. OSFM will provide a pager if desired, cell phone not provided.

Patient case management and clinical support: 1.5 days working in the clinic, doing phone triage, answering patient messages, doing/ processing labs, assisting in procedures, helping run the dispensary, vaccines for children program, practice management/ QuickBooks, projects, giving vaccines, working on fertility program development

Flex Time for additional work and learning: 0.5 days per week available for precepting with other doctors, attending educational lectures and CME, charting catch up.



First-Year Naturopathic Oncology Resident Job Description

(preliminary description – to be amended before final publication)

Title:

Naturopathic Oncology Resident Physician

Eligibility:

Graduate or graduate-candidate of a *Council on Naturopathic Medical Education (CNME)* accredited, four-year naturopathic medical program

Introduction:

The *OncANP Oncology* Naturopathic Medical Residency is a:

- CNME accredited,
- *Bastyr University* affiliated,
- *American Board of Naturopathic Oncology (ABNO)* approved,
- fellowship eligible (FABNO - *Fellow of the American Board of Naturopathic Oncology*),
- two-year, postdoctoral naturopathic medical residency.

Naturopathic medical student/graduate applicants apply for the first-year residency position consistent with the Universal Naturopathic Residency Application process and the AANMC matching program. Upon successful completion of the first-year naturopathic oncology residency program the resident physician is expected to enter, however not guaranteed, a position of second-year naturopathic oncology resident physician.

The *OncANP* residency is the first and presently only naturopathic oncology residency training opportunity in the Pacific Northwest region. The program takes place in various clinic and hospital-based locations where the resident is mentored by multiple naturopathic physicians, is expected to participate in numerous oncology rotations and has the opportunity to attend cancer conference events, all while providing patient care in an integrative oncology setting.

Position Objectives

To develop in-depth medical expertise in naturopathic oncology care by refining clinical evaluation skills, expanding therapeutic competence, engaging in clinically relevant research opportunities, effectively consulting, co-managing and referring to appropriate care providers and collaborating with outside physicians and organizations in the broader cancer treatment community.



Residency Program Goals

The goals of the residency program are:

- To train residents in the ethical and competent application of naturopathic medicine in the area of oncology.
- To give residents exposure to standard practice in oncology.
- To develop residents as experts in naturopathic clinical oncology.
- To familiarize residents with an integrated medical model.
- To stimulate residents' critical thinking and intellectual debate in the area of naturopathic oncology and integrative medicine.
- To foster an environment of collegial and caring professionalism.
- To nurture the impetus to continually investigate the application of naturopathic principles and therapies in the realm of oncology for all residents.
- To provide residents with the opportunity to participate in relevant research projects.
- To deepen the residents' knowledge and practice of general naturopathic medicine.

Overview of Residency Program

The residency will progress from a purely observational role to an increasingly independent role over the course of the two years. The first year of the residency is comprised of monthly learning objectives. All learning objectives will be accomplished within the context of supervised patient care. The first year program is designed to introduce the resident to the management of medical oncology patients through work with the Supervising N.D., rotations, and to begin to develop naturopathic oncology skills. Most didactic learning will occur during the first year along with understanding conventional care options for patients with cancer. Residents will also be required to learn and participate in all applicable day-to-day functions of the clinic, including clerical and professional aspects of running a successful business.

The second year of the residency continues to expand the management of medical oncology patients and naturopathic oncology care by providing an increasing amount of patient care. The second year resident continues to function under the Supervising N.D. but becomes incrementally more autonomous. All compensation and revenue generated by the resident is subject to the employment contract of the individual clinic.

Position Qualifications:

- Maintain a License in British Columbia as issued by the province Department of Health
- Maintain professional liability insurance as specified by the Residency Director and at the expense of the residency program
- Maintain current CPR certification and any other training deemed necessary by the Residency Director and documented in the Residency Handbook
- Maintain membership in the following professional societies at the expense of the residency program:
 - American Association of Naturopathic Physicians (AANP)
 - British Columbia Naturopathic Association (BCNA)
 - Oncology Association of Naturopathic Physicians (OncANP)
 - American Society of Clinical Oncology (ASCO)
- The following professional memberships are not required, however are encouraged, and are at the expense of the resident:
 - Society for Integrative Oncology (SIO)
 - American Academy of Family Physicians (AAFP)

Duties & Responsibilities:

The naturopathic oncology resident has numerous duties that span a wide range of naturopathic medicine practice that may be considered clinical, academic, research, supervisory and practice management in nature. These include, but are not limited to:

- Direct patient care that is supervised; progressively more complex and eventually independent
- Patient care documentation that complies to policies set forth in the residency program manual
- Providing on-call patient coverage
- Specialty rotations, as detailed in the residency program manual
- Grand Rounds attendance and presentations
- Tumor Board and/or Cancer Conference attendance
- CME attendance; OncANP, SIO, ASCO, Oncology Nursing Society (ONS), and/or others
- Engaging in clinically relevant research
- Participating in the educational activities of the program and, as required by the residency director, assume responsibility for teaching interning students and staff
- Assuming responsibility for communicating with, coordinating and providing initial orientation for student interns
- Initiating and following a personal program of professional growth in conjunction with the formal educational and training of the residency program



Port Moody Health

Integrative Medicine & Cancer Care

- Program resource development
- Providing public presentations to local cancer support groups and other organizations
- Performing clinic outreach
- Assisting in various select administrative tasks from dispensary management to clinic marketing and more

- Salary: \$3952.00/month (CAD) before deductions
- Benefits: \$750/year (private health spending account)
- Additional compensation in year 2 of residency if monthly gross or net billings exceed a predetermined amount.
- CE allowance: \$1000.00 per year
- non-compete clause will be in effect

Because the *Naturopathic Oncology Resident Physician* is a demanding position, outside employment is strongly discouraged. If the resident chooses to engage in additional employment, the residency program requires an updated and detailed reporting of outside employment activities. Outside employment must not detract, in any way, from the resident's learning, performance or provision of patient care in the residency program.

Evaluation:

Quarterly evaluations will be formal, written and provided to the affiliated university. Informal evaluations will be ongoing.

Contacts: (School Residency Director and Clinic Residency Director)

School Residency Director Gary Garcia, MD, MHA *Director of Graduate and Community Medicine* Bastyr Center for Natural Health
ggarcia@bastyr.edu

Clinic Resident Director Sharon Gurm, ND, FABNO Medical Director of Port Moody Health – Integrative Medicine & Cancer Care
Member of the OncANP Board of Directors
drgurm@portmoodyhealth.com

Modern Healthcare for the Whole Family

202-101 Klahanie Drive, Port Moody, BC | www.portmoodyhealth.com | T: 604 949 0077 F: 604 949 0017



Revolutions Naturopathic believes in a lasting doctor-patient relationship that inspires individuals to take charge of their health. The heart of our practice focuses on teaching our community the naturopathic techniques that will improve the quality of life for our patients, ourselves, our families, and future generations.

Revolutions Naturopathic is committed to the training of naturopathic residents. We strive to train highly skilled doctors who adhere to the 6 principles of Naturopathic Medicine. We are committed to supporting our residents in developing their skills as doctors who provide competent, respectful, thorough, and compassionate care.

Revolutions Naturopathic has 6 primary care NDs who are the foundation of our clinic. While they all focus in different areas of medicine they often work together to make sure patients receive the best comprehensive care. Our doctors also work with many other local conventional and natural practitioners to safely coordinate natural therapies.

As a training site, residents have the opportunity to learn from doctors in a variety of different specialties and practice styles. We currently have 4 doctors specializing in Women's Health, one of whom is a resident supervisor. We also have a doctor specializing in Oncology Care in the process of applying for her FABNO. We also have a Pain Management specialist who provides ultrasound-guided prolotherapy and Platelet Rich Plasma therapy. We also have IV therapy specialists as well as an aesthetics medicine doctor who also provides light and laser therapies.

This is a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine and will be accepting one (1) full time first year resident. A successful a resident in our program is a person who is a highly motivated team player with excellent work ethics. In addition, we are look for a clinician with the following qualities an interest in Cancer care, Lyme disease, and IV therapy. 2 IV shifts per week are required for this residency (supervised).

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. See attached job description.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay of \$3,166/month with benefits including paid time off 14 days, plus major federal holidays, medical/health insurance, malpractice coverage, a CE allowance of \$3,000/year, and access to on-line medical databases and other references. We also do not require that resident sign a non-compete contract.

Resident Job Description and Clinic Policies

- 1.) Revolutions will be responsible for costs associated with furnishing, advertising, front office staff, supplies, product inventory, general liability insurance, workman's compensation insurance, state licensure, DEA registration, information technology, credit card processing, payroll services, payroll tax, sales tax and malpractice insurance.
- 2.) Revolutions will cover membership costs for one professional organization. Further requests to join professional organizations can be submitted to the CMO and will be determined based on practice benefit.
- 3.) Revolutions will cover continuing education costs including travel expenses. Conferences must be pre-approved by the CMO (or designated delegate). Budgets for continuing education expenses may fluctuate but are estimated to be \$3-5k per doctor annually. All conference notes and materials must be made available to the other doctors upon return. Doctors should designate another doctor to handle patient issues in their absence and are expected to be available by e-mail or phone if needed.
- 4.) Doctors will provide their own basic exam tools.
- 5.) All persons working on location must be approved by the CMO prior to commencing work.
- 6.) Doctors will only operate within their scope of practice.
- 7.) All new services and fee schedules will be proposed in writing (one page document describing service, charge, and time expected) to CMO prior to implementation. CMO reserves the right to audit services at any time.
- 8.) All doctors will charge the same prices for services rendered and supplements.
- 9.) All patients will be booked through Revolutions.
- 10.) All products and supplements will be sold through Revolutions.
- 11.) All requests for new products will be made in writing with an estimation of needed supplies for a 3 month period.
- 12.) Each doctor will be on site and on call during their designated hours whether they have patients scheduled or not, unless they have a marketing event, continuing education or offsite business meeting. Doctors are full-time employees and are expected to work a minimum of 40 hours per week, Monday to Friday from 8:30 am to Noon and 1:00 pm to 5:30 pm. Each doctor can submit an alternate schedule (9/80, 4.5/40, etc) for approval by the CEO. Alternate work schedules should include the core business hours of Monday to Friday, 8:30 am to 5:30 pm. Scheduled days off can be shifted for business purposes (an off day given up for a marketing event or a conference may be reclaimed at a later date) but cannot be shifted for holidays. Weekend marketing events are not to be traded for weekday hours. Alternate work schedules can be terminated by management at any time.
- 13.) Doctors must notify Revolutions 3 months in advance of intention to terminate employment for adequate transfer of patients.
- 14.) Doctors are required to submit blog entries for the web site monthly.
- 15.) Doctors are requested to submit one testimonial from a patient per quarter.
- 16.) Salaried employees are annually provided 4 sick days and 2 free immune boosting IV treatments to be used when sick.
- 17.) Salaried employees are provided vacation time which will accrue with each paycheck based on years of service to the company. Accrued balance can go negative during the year but is not allowed

to end the year negative. Vacation taken in excess of accrued balance will be unpaid. One week of vacation can be rolled over in to the following year.

- a. 0-5 years -> 120 hours
- b. 5-10 years -> 160 hours
- c. 10+ years -> 200 hours

- 18.) Requests for vacation should be made at least 2 months in advance. At least 2 doctors are required to staff the office daily for IV safety and in case of acute illness. Priority is given to earlier vacation requests. Doctors will rotate between being able to take off the entire week for Thanksgiving week and Christmas week. All chart notes must be completed before leaving for vacation. Doctors are to designate another doctor to take care of script refills and urgent requests in their absence.
- 19.) See patients 22 hrs/week and chart notes for all encounters (within 24 hours)
- 20.) Residents are required to have a minimum of 2 IV shifts per week unless approved by the Chief Medical Officer or Residency Director.
- 21.) Residents are required to have weekly chart reviews with either the Residency Director or one of the teaching supervisors.
- 22.) Residents are required to participate in Grand Rounds to be scheduled once per month.
- 23.) Answer patient e-mails and phone calls within 36 hours (1 business day) or arrange for other staff to contact patient
- 24.) Semi-Annual Patient Reviews of all active patients
- 25.) Marketing Events – 2 events per year hosted or co-hosted
- 26.) Blogs – Each doctor 1x/month
- 27.) Constant Contact contributions sent to Office Manager
- 28.) Manage own continuing education and licensure renewal
- 29.) Assist Office Manager with patient retention plan
- 30.) Doctors can fill in as Naturopathic Assistant or receptionist when needed
- 31.) Uphold values and pursue mission statement



Chad D. Aschtgen, ND, FABNO
Erica J. Joseph, ND, L.Ac
Jenna K. Bailey, ND

Seattle Integrative Oncology
First-Year Naturopathic Resident Job Description
2018-2019

Title:

Naturopathic Oncology Resident Physician

Eligibility:

Graduate or graduate-candidate of a *Council on Naturopathic Medical Education* (CNME) accredited, four-year naturopathic medical program.

Introduction:

The *Seattle Integrative Oncology* (SIO) Naturopathic Medical Residency is a:

- CNME accredited,
- *Bastyr University* affiliated,
- *American Board of Naturopathic Oncology* (ABNO) approved,
- fellowship eligible (FABNO*),
- two-year, postdoctoral naturopathic medical residency.

Naturopathic medical student/graduate applicants apply for the first-year residency position consistent with the Universal Naturopathic Residency Application process and the *Naturopathic Post-Graduate Association* (NPGA) matching program. Upon successful completion of the first-year naturopathic oncology residency program the resident physician is expected to enter, however not guaranteed, a position of second-year naturopathic oncology resident physician.

The SIO residency is the first naturopathic oncology residency training opportunity in the Pacific Northwest region and presently the only program here in the Puget Sound area. Our program takes place in multiple clinic and hospital-based locations where the resident is mentored by several naturopathic physicians, is expected to participate in numerous oncology rotations and has the opportunity to attend cancer conference events, all while providing patient care in an integrative oncology setting.

Position Objectives:

To develop in-depth medical expertise in naturopathic oncology care by refining clinical evaluation skills, expanding therapeutic competence, engaging in clinically relevant research opportunities, effectively consulting, co-managing and referring to appropriate care providers and collaborating with outside physicians and organizations in the broader cancer treatment community.

Position Qualifications:

- Maintain an unrestricted Washington State Naturopathic Physician License as issued by the state Department of Health
- Maintain a DEA Controlled Substance Registration Certificate
- Maintain professional liability insurance as specified by the Residency Director and at the expense of the residency program
- Maintain current CPR certification and any other training deemed necessary by the Residency Director and documented in the Residency Handbook
- Maintain membership in the following professional societies at the expense of the residency program:
 - a. American Association of Naturopathic Physicians (AANP)
 - b. Washington State Association of Naturopathic Physicians (WANP)
 - c. Oncology Association of Naturopathic Physicians (OncANP)
 - d. American Society of Clinical Oncology (ASCO)
- The following professional memberships are not required, however are encouraged, and are at the expense of the resident:
 - a. Society for Integrative Oncology (SIO)
 - b. American Academy of Family Physicians (AAFP)

Duties & Responsibilities:

The naturopathic oncology resident has numerous duties that span a wide range of naturopathic medicine practice that may be considered clinical, academic, research, supervisory and practice management in nature. These include, but are not limited to:

- Direct patient care that is supervised; progressively more complex and eventually independent
- Patient care documentation that complies to policies set forth in the residency program manual
- Providing on-call patient coverage
- Specialty rotations, as detailed in the residency program manual
- Grand Rounds attendance and presentations
- Tumor Board and/or Cancer Conference attendance
- CME attendance; OncANP, SIO, ASCO, Swedish Cancer Institute, and/or others
- Engaging in clinically relevant research
- Participating in the educational activities of the program and, as required by the residency director, assume responsibility for teaching interning students and staff
- Assuming responsibility for communicating with, coordinating and providing initial orientation for student interns
- Initiating and following a personal program of professional growth in conjunction with the formal educational and training of the residency program
- Program resource development
- Providing public presentations to local cancer support groups and other organizations
- Performing clinic outreach
- Assisting in various select administrative tasks from dispensary management to clinic marketing and more

Because the *Naturopathic Oncology Resident Physician* is a demanding position, outside employment is strongly discouraged. If the resident chooses to engage in additional employment, the residency program requires an updated and detailed reporting of outside employment activities. Outside employment must not detract, in any way, from the resident's learning, performance or provision of patient care in the residency program.

Evaluation:

Quarterly evaluations will be formal, written and provided to the affiliated university. Informal evaluations will be ongoing.

Compensation:

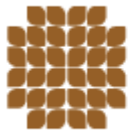
This is a salaried position with competitive compensation. Benefits include medical liability insurance, professional membership dues and an annual CME allowance, as well as an allowance for individual personal health insurance.

Contacts:

Chad Aschtgen, ND, FABNO
Residency Director
dr.aschtgen@seattlend.com
206.726.0034 office
206.726.9434 office

Gary Garcia, MD, MHA
Director of Graduate and Community Medicine
Bastyr Center for Natural Health
ggarcia@bastyr.edu

*FABNO – *Fellow of the American Board of Naturopathic Oncology*



SIERRA TUCSON®

Sierra Tucson is a residential treatment facility for people who are recovering from addictions, chronic pain, trauma, depression, anxiety, eating disorders and other disorders. It is located on a beautiful 160 acre campus just north of Tucson, Arizona. The Sierra Tucson Model of care is an innovative integrated approach to treatment that emphasizes strong diagnostics, research-backed techniques, and holistic patient-focused care. Our leadership in the industry is reflected by our contributions to the field, the scope of our licensure, the depth of our clinical sophistication, and the thousands of lives that have been changed through treatment here.

This is a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine and will be accepting one (1) full time first year resident. A successful a resident in our program is a person who is a highly motivated team player with excellent work ethics. In addition, we are look for a clinician with the following qualities: ability to work well with medical professionals from other fields, interest in mental health, and good communication skills especially when working one on one with patients.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to group presentations to staff or residents, working with pharmacy staff to update supplement formulary and work with other staff to coordinate integrative services.

This is a full-time appointment and the resident shall receive competitive salary pay of \$36,000 with benefits including paid time off 10 days, plus major federal holidays, medical/health insurance, malpractice coverage, 16 hours of paid time off to complete CE requirements, and access to on-line medical databases and other references. We do not require that resident sign a non-compete contract.

As a resident, you will work directly with practitioners including two Naturopathic Physicians, many MDs, PAs and NPs, therapists, dieticians, and other staff to provide a team approach to treatment.

You will be working one on one with patients treating a variety of health concerns. It is common for patients to need treatment for nutritional deficiencies, anxiety, digestive upset and endocrine issues (including thyroid/hormonal/adrenal/blood sugar optimization). The patients you will see range from those who choose to not use prescription medications and ask for natural remedies to, more commonly, those who are on a multitude of prescriptions and seek additional care for their physical/mental disorders. Modalities employed include nutraceuticals, herbs, and homeopathy. The

resident will be able to order blood work and services for patients to help identify anything that may have been missed during initial workup.

The resident will work within the Integrative Medical Department which works very closely with the physicians and other medical providers. We have a wonderful team of caring and dedicated medical providers that are a pleasure to work with and are receptive to naturopathic medicine.

Other integrative services include bio-neurofeedback, acupuncture, physical therapy, EMDR, Somatic Experience, Equine Therapy, Zero-balancing, chiropractic, physical therapy, massage, yoga and Craniosacral Therapy. Patients participate in daily group classes in addition to their one on one appointments and have structured and often rigorous schedules that facilitate their healing. Most patients are in treatment for approximately one month and rarely stay as long as three months.

In addition to patient care, the position includes opportunities to lecture, to work with the marketing team on expanding awareness of Naturopathic Medicine, to participate in ongoing research projects, and to learn about the management of an integrative program.

This position allows the Resident a unique opportunity to help to get to the root cause of the patients' health issues while supporting their recovery from trauma, addiction, and/or while being stabilized for mood disorders and chronic pain.

The facility includes a cafeteria, pharmacy, and a small hospital in which all patients are cleared from before they enter the residential area of the campus. Check out our web site [Sierra Tucson.com](http://SierraTucson.com) to get more information.



Mission Statement

To provide effective, evidence-based and sustainable weight management through a comprehensive, integrative and transformational program to promote health and wellness to the overweight and obese population.

Practice Overview

No matter what field a resident may choose for their final work, an in depth understanding of managing the overweight and obese population will be relevant and essential. The resident will gain experience and competency in the complexities of weight management and the associated comorbidities in the overweight/obese. Additionally, this highly successful business model will provide insight into a sustainable and profitable medical practice.

Obesity has reached epidemic levels in the United States. Nearly 70% of the population is considered overweight or obese. The AMA has listed Overweight/Obesity as a medical diagnosis. Many common comorbidities are associated with overweight/obesity such as hypertension, hyperlipidemia, metabolic disorder, type 2 diabetes, and some cancers. This is a critical area of medicine that needs to be addressed on a daily basis in general practice as well as in a specialty medical practice.

This obesity medicine practice has integrated naturopathy with conventional medicine to treat overweight/obesity, and its associated comorbidities. Work together with NDs, MDs, mid-level providers, as well as behavioral and health coaches for a multifaceted approach to patient care and weight management. Implement Naturopathic principals in nutrition, lifestyle and counseling to provide a holistic program for weight loss, while managing existing medical conditions, pharmaceuticals and FDA approved anti-obesity medications.

Clinic as a Residency Site

We are offering a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine with a special focus on weight management. This position is for one (1) full time first year resident. The anticipated start date is October 2018. This residency will be supervised by Dr. Christine James who is an experienced naturopathic physician. The facility has several treatment rooms, are HIPAA compliant, and the resident will have access to on-line databases and journal articles. The resident will participate in regular didactic activities that include case review and discussions, review and presentation of the current research journals, and attendance in clinic provider meetings.

Organizational goals regarding residency training

I have organized the goals of residency training into two categories: how the organization serves the resident and how the resident will serve the organization. The organization will assist the resident to acquire the following skills and knowledge:

Clinic Learning Goals

- Understand the multi-factorial causes of weight gain and obesity
- Learn individualized therapies for weight management
- Review healthy eating programs for weight management that are individualized to the patient's needs
- Understand the importance of energy metabolism and production in weight management

- Evaluate genetic markers for diet and exercise recommendations
- Understand the role of inflammation in weight gain
- Understand the importance that allergies and food sensitivities play in weight gain
- Recognized that hormonal imbalances can cause weight gain including: sex hormones, thyroid, insulin, and cortisol
- Understand the impact of sleep deprivation and weight management
- Recognize the signs and symptoms of sleep apnea
- Understand the importance psychological dysfunction has on weight gain and weight loss
- Learn nutrients that aid in weight loss
- Learn why and when it is appropriate to use anti-obesity medication.
- Understand the science behind why some foods are addicting
- Know the role that stress plays in weight gain and whether a patient can successfully lose weight

Business Learning Goals

- Operate a cost effective clinical schedule that is still meaningful and compassionate
- Gain insight on how to create a business forecast and budget model
- Learn how to credential and work with insurance and other third party payers
- Understand the legal structures of a medical practice and governmental regulations
- Obtain an understanding of staffing and employee contracts
- Demonstrate the success of a specialty medical practice
- Learn the elements of an electronic health record (EHR/EMR)
- Learn marketing skills and participate in marketing strategies

Resident's service to the organization

Although the resident will be in an educational environment, the resident will also be in service to the organization. The resident will be expected to:

- Always hold themselves in a manner that represents the values and mission of the organization
- Participate in patient care in a way that is in alignment with the clinic guidelines
- Eventually see patients independently within the clinic
- Participate in the development of educational materials
- Attend all staff meetings
- Be on time to work assigned hours
- Commit to the terms agreed upon in the contract regarding PTO and sick leave
- Maintain confidentiality of proprietary information
- Participate in marketing events where needed
- Remain open-minded and act as a team player
- Resolve disputes in a professional manner
- Follow all laws of patient confidentiality and HIPPA compliance
- Be familiar with and follow the policy and procedures in the employee handbook
- Be familiar and agree with the non-compete clause laid forth in the resident contract

The resident will be expected to work 40 hours a week with a variety of these tasks to offer a dynamic learning experience. The resident will be expected to attend and present at monthly physician meetings. They will have full access to electronic medical records. For this full-time appointment the resident shall receive competitive salary of \$36,000/year with benefits/or stipend for benefits including 10 days of paid time off, plus major federal holidays falling on weekdays, malpractice coverage, a CE allowance of \$800/year. We also require that resident sign a non-compete contract.



Residency Clinic Description

Spark Health is an integrative medical clinic that specializes in personalized natural medicine. We address each individual's unique needs with high levels of both medical care and customer service. We offer comprehensive functional lab assessment and interpretation, IV Nutrient Therapy, vitamin injections, Prolotherapy and PRP Joint Therapy, and PRP Micropen Facials.

Spark Health is located in a beautiful, upscale beachside community 2 blocks from the ocean in Solana Beach, within walking distance to local wineries, breweries, restaurants, art galleries, and boutiques. Our clinic is bright and spacious with multiple offices and treatment rooms, as well as a dedicated IV Therapy suite and a Vitamin Injection room. Complementary services provided within the clinic include an Integrative Clinical Nutritionist and a Medical Esthetician.



RESIDENT DOCTOR JOB DESCRIPTION

Area of the Company:

Production Staff

Job Position:

Resident Doctor

Employment Category:

Full Time, Non-Exempt Employee

Employee works 40 hours per week:

Monday 2 pm to 6 pm

Tuesday – Friday 10 am to 6 pm

Saturday 9 am to 1 pm

Employee's schedule may be changed by Employer from time to time.

Reports to:

Primary – Medical Director, Dr. Cicerone

Description of areas covered by Primary Supervisor include:

- o *Everything medically related. (ex. Patient care, medical procedures, lab tests, supplementation, medications, etc.)*

Pay Scale:

A detailed description is located in the Employment Agreement.

Pay Scale:

-Salary

-10% off supplement and injectable sales

Purpose of the position:

To provide naturopathic medicine services to patients of Spark Health.

To receive mentorship in naturopathic medicine from supervising doctors.

To receive training in areas of medical specialty from MD/DO (gastroenterology, EENT, cardiology, urology, etc).

Qualifications:

- ❖ Graduate of a CNME-accredited 4-year naturopathic medical school.
- ❖ Successful completion of Part 1 and 2 of the NPLEX.
- ❖ Holds a current California ND license.
- ❖ Completion of 4-day IVNT for Professionals course: Fundamentals and Clinical Applications of IV Nutrient Therapy or equivalent.
- ❖ Carries malpractice insurance through an approved agency that covers the full scope of this job description.
- ❖ Knowledge of ordering and interpreting specialty lab tests.
- ❖ Valid driver's license.

Physical Requirements:

- ❖ Ability to perform physical exams on all patients.
- ❖ Ability to transport and set up for mobile events.
- ❖ Ability to clearly communicate with patients and staff through verbal and written communications.
- ❖ Ability to perform procedures and services on patients.

Primary Accountabilities of the position:

- ❖ *Seeing patients and taking them through the "Spark Process".*
- ❖ *Prescribing and administering IM injections and IV nutrient therapy.*
- ❖ *Seeing patients at offsite events and locations.*
- ❖ *Marketing to generate new patients.*

Duties & Responsibilities for each Accountability:

Daily: The daily, duties & responsibilities for these accountabilities.

- Follow work calendar as designed.
- Thoroughly prepare for all patient appointments.
- Perform services on patient, including:
 - Patient visits
 - Vitamin injections
 - IV nutrient therapy
 - Blood draws
- Interview patients to document symptoms and health histories.
- Keep up-to-date and accurate records of patients' medical histories, prescription medications, supplements.
- Document patients' histories, including identifying data, chief complaints, health goals, illnesses, previous medical or family histories, or psychosocial characteristics.
- Conduct physical examinations and physiological function tests for diagnostic purposes.
- Order and interpret lab tests.
- Prescribe medications when appropriate.
- Administer, dispense, or prescribe natural medicines such as food or botanical extracts, herbs, dietary supplements, vitamins, nutraceuticals, etc.

- Creating personalized health plans for patients that go through the Spark Process.
- Provide guidance and education to patients about managing their health.
- Diagnose health conditions based on patients' symptoms and health histories, laboratory and diagnostic test results, or other physiological measurements.
- Consult with other health professionals to provide optimal patient care, referring patients to specialists as necessary.
- Obtain medical records from previous physicians or other health care providers for the purpose of patient evaluation.
- Follow HIPAA and OSHA guidelines.
- Conduct oneself consistent with the Spark brand.
- Daily reporting to supervising doctor.
- Effectively communicate patient health plan to support staff.

Weekly: The weekly, duties & responsibilities for these accountabilities.

- Participate in team office meetings.
- Lead health talks on & offsite.
- Provide content to newsletters, blogs, social media, etc.
- Note any medical and office supplies that are running low.
- Case review with medical director and/or supervising doctor.
- Outreach to the public to build patient base.

Monthly: The monthly, duties & responsibilities for these accountabilities.

- Contribute content to marketing initiatives.
- Participate in monthly medical staff meetings & trainings.
- Contact inactive patients and check in with them on the status of their health.
- Participation in weekend events.

Annually: The annual, duties & responsibilities for these accountabilities.

- Maintain continuing education units
- Keep license current
- Maintain sufficient insurance.

Statistics/Key Performance Indicators (KPI): The performance of this job description will be measured to ensure that the intended position is being properly fulfilled on.

Area-1: *Customer Satisfaction and Customer Service*

Measurement: *Supervisors will check in with our patients to gain feedback and we will utilize reviews and feedback provided.*

Performance Scale:

- Exceptional customer feedback - Exceeding Job Requirements
- Positive customer feedback - Meeting Job Requirements
- Negative customer feedback - Under Performing Job Requirements

Examples:

1. A patient mentions their satisfaction and how much they love our staff member.
2. We reach out to a patient and they let us know how happy they are with their care.
3. We get a negative review or feedback from a patient who is not happy with how they were treated.

Area-2: Core Values & Culture

Measurement: Supervisors will evaluate staff member by witnessing staff member's interactions with other staff and with patients.

Performance Scale:

- Always demonstrating them - Exceeding Job Requirements
- Most days demonstrating them - Meeting Job Requirements
- Frequently not demonstrated - Under Performing Job Requirements

Examples:

1. Staff member happily helps out a fellow team member and does so without having to be asked.
2. Owner / Manager, witness's staff member exuding our core values and making key decisions based on those core values.
3. Staff member complains or grovels about another staff member. Or does not put a patients needs first.

Area-3: Systems & Procedures

Measurement: Supervisors will evaluate that staff member is following the systems, structures and processes of the position and of the company.

Performance Scale:

- Enhancing the existing systems - Exceeding Job Requirements
- Following the systems - Meeting Job Requirements
- Frequently not following the systems - Under Performing Job Requirements

Examples:

1. Staff member voluntarily creates a new system they see was missing and present it to supervisors.
2. Staff is following the systems and procedures of the position without having to be reminded.
3. Staff member has to be regularly reminded of the proper way to execute a system or procedure.

Staff's Name (Print)

Staff's Signature

Date



The Center, A Place for Hope is accepting new application for its residency that will start in October 2017

This is a CNME-approved, one-year Bastyr-affiliated residency program in general naturopathic medicine with an emphasis of on counseling and treatment of chemical dependency and other forms of addiction, anxiety and stress, depression, PTSD, sexual abuse, and other mental health disorders. This position is for one (1) full time first year resident. The anticipated start date is October 2018. The ideal resident must have good work ethics, and strong counseling skills and interest in patients with chemical dependency and other forms of addiction.

The Center is a multi-service facility and licensed by the Washington State Department of Social and Health Services as a Behavioral Health Agency for outpatient mental health services and chemical dependency. This residency opportunity is made possible by Gregg Jantz, PhD who is the CEO and Founder of The Center. The facility has 14 treatment rooms, is HIPAA compliant, and the resident will have access to on-line databases and journal articles.

As a resident, your primary supervisor will be Jay Hughes MD, while Melanie Everett, ND will be your naturopathic adviser. Dr. Hughes is the medical director and attending psychiatrist at The Center. He is board-certified by the American Board of Psychiatry and Neurology. Dr. Melanie Everett is graduate of NCNM and is a part-time naturopathic provider at The Center.

You will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay with benefits including paid time off, plus major federal holidays, malpractice coverage, and a CE allowance.

Interested applicant should directly contact Dr. Gary Garcia regarding application details.



The Northwest Center for Optimal Health, is a holistic medical center in Marysville Washington, staffed by naturopathic physicians. This is a CNME-approved, Bastyr-affiliated residency program in naturopathic medicine and will be accepting one (1) full time first year resident.

The mission of NW Center is to provide patients and their families safe, effective care in a comforting and welcoming environment, using physicians expert in combining natural and conventional medicine, and who focus on patient education and prevention.

The Northwest Center offers a rich learning and growth opportunity. Services provided include general outpatient medical care, including venipuncture, ECGs, spirometry, nebulizer therapy, external and in house labs such as lipids, A1Cs, UAs, Hemocults, and others. Services also include injections, allergy skin and blood testing, microscopy, bone densitometry (central DEXAs,) nutrition, herbal medicine, prescriptions, counseling, minor surgery, physical medicine and more.

Students rotating at the Northwest Center for Optimal Health gain access to four naturopathic physicians with a combined health care experience of over 50 years, and expertise in Primary Care, Cardiology, Women's Health, Pediatrics, Allergy Immunotherapy, Environmental Medicine, Physical Medicine and Rehabilitation, Opiate-Free Pain Management, Natural Hormone Replacement Therapy, Osteoporosis Diagnosis and Treatment, Therapeutic Nutrition, Weight Management, and others. In addition to practice, the resident mentors at the Northwest Center have served in leadership on multiple state and national association committees. Dr. Pournadeali has served as president of the Washington, and American Association of Naturopathic Physicians.

The Resident will participate in regular didactic activities that include case discussions, review of the current research journals, and attend in clinic provider meetings. Other residency responsibilities include, but are not limited to, outside rotations and participation in our outreach including health fairs, talks, and our radio program.

This is a full-time appointment, and the resident shall receive a salary consistent with industry standards, plus benefits including paid time off, major federal holidays, malpractice coverage, in-office care, a yearly CE allowance, and retirement matching.

The successful candidate in our program is one who is a highly motivated team player with excellent work ethics, and a life history of prior employment. A resident who has something unique to add to our services, and looking to join as a staff physician following residency, is a plus.

For more information about our clinic visit our clinic website or Facebook site: www.ncoh.net and www.facebook.com/naturalmedicinedoctors. Thank YOU for your interest!

Thanks!

Kasra Pournadeali, ND

Director, [Northwest Center for Optimal Health](http://www.ncoh.net)

Program Director & Host, [Sound Living with the Doctors](http://www.soundlivingwiththedoctors.com), FM 90.7 KSER

Board of Directors, [Integrative Health Policy Consortium](http://www.integrativehealthpolicyconsortium.org) and [Foundation for Care Management](http://www.foundationforcaremanagement.org)

To: Dr. Gary Garcia

RE: Residency 2017-2018

Tolt River Family Medicine (TRFM) is a naturopathic family practice with special emphasis in pediatrics, lactation, and women's health. At TRFM, the resident will have an opportunity to get advanced training in pediatrics at a busy clinic with an integrative medicine style located in a rural, small town. We are interested in attracting a resident who would bring a special interest in physical medicine and men's health to the clinic. This is a 2 year CNME-approved residency and the program director is Dr. Kathleen Allen. She earned her Doctor of Naturopathic Medicine degree and Certificate in Naturopathic Midwifery from Bastyr University in 2003. She is board certified in naturopathic pediatrics (FABNP) and a board certified lactation consultant (IBCLC) The anticipated start date is Late 2017. We are an insurance based practice that also accepts Medicaid. Last year our clinic was an approved site for the Washington State Health Professional Loan Repayment Program and we hope to qualify again this year. Please see our website: www.ToltFamily.com for additional information about the practice.

Procedure performed on site: cryotherapy, frenotomy, phlebotomy, finger/heel stick, immunizations, nasal swabs, pharyngeal swabs, pulse oximetry, expiratory peak flow measurements, nebulizer treatments, cerumen removal, suture removal, IUD removal, fetal heart tones via doppler.

Labs performed on site: urine dipstick, pregnancy test via serum or urine, hemoglobin, serum glucose, rapid strep and flu, pulse oximetry

Business management training: The resident will be encouraged to participate in and learn about aspects of practice management such as appointment scheduling strategies, coding, billing, dispensary management, profit and loss analysis, marketing, and community outreach.

Qualifications: Our ideal candidate will have a resume that demonstrates a special interest in primary care family practice with expanded didactic and clinical training in the areas of pediatrics and physical medicine or men's health. We hope to find someone with excellent writing and speaking skills to assist with marketing and community outreach.

Compensation: 1st year salary (equivalent to Bastyr Center) + benefits, 2nd year base pay plus incentive pay



The primary goal of the VKM residency is to maintain and achieve continued excellence in the education and training of pediatric naturopathic physicians in patient care and practice management. Additionally, the goal of the residency program at VKM is to provide an educational experience in the field of naturopathic pediatrics in an intellectual and nurturing environment conducive to learning. This is accomplished by providing an organized, progressive educational experience with increasing patient care responsibilities over a two-year period in a setting that has a diverse patient population and a teaching staff with professional ability, enthusiasm and a commitment to teaching.

This is a CNME-approved, Bastyr-affiliated residency program two (2) year residency in naturopathic pediatric medicine. A successful a resident in our program is a person who is a highly motivated team player with excellent work ethics. In addition, we are look for a clinician with the following qualities: competent and accurate in work ethics, maintains professional attitude, sincere interest in specialty pediatrics, willingness to learn in and outside of office hours, and excellent interpersonal communication skills.

You will participate in regular didactic activities that include daily case discussions, research of the current research journals and presentations, and attend in clinic provider meetings. Other residency responsibilities include but are not limited to quarterly scholarly projects that fit with learning objectives for each quarter, actively participating in the education of patients and families, including group classes.

The resident will be given opportunities to undertake additional outside preceptorships as the schedule allows. This is a full-time appointment and the resident shall receive competitive salary pay of \$33,000 annually for the first year less required payroll deductions with the following benefits: healthcare stipend, malpractice insurance, and paid vacation. We also require that resident sign a non-compete contract

Below is general overview of the residency program curriculum.

Residency Year One

- Competency in medical knowledge and patient management of common outpatient family/ adult medicine and pediatric diseases and conditions
- Competency in medical knowledge and appropriate naturopathic patient management of pediatric neurodevelopmental and behavioral disorders
- Including but not limited to:
 - Learn the normal and atypical patterns of motor, sensory, language, cognitive and emotional development

- Learn to recognize a child whose development is atypical or who is at risk for atypical development
 - Understand the parameters, use and appropriate referrals generated from utilizing the M-CHAT
- Learn about developmental disorders
- Define “typical” as it relates to gross and fine motor skills, speech and language development, behavior and development
- Learn the management of frequent problems of general pediatrics including: discipline, sleep and toilet training
- Specifically, the resident should be prepared to discuss the definition, etiology, diagnosis and basic intake and management (including naturopathic and allopathic) of the following:
 - Autism Spectrum Disorders
 - Language development disorders: language delays, apraxia
 - Low muscle tone/ hypotonicity
 - Sensory Processing Disorder
 - ADD/ ADHD
 - Anxiety disorder/ Fears and phobias
 - Temper tantrums, Disruptive behavior
- Down syndrome
- Other conditions associated in children with neurodevelopmental concerns:
 - Sleep problems
 - Feeding problems/ Failure to thrive
 - Dysbiosis/ SIBO
 - Enuresis
 - Immune dysregulation disorders
 - Gastrointestinal issues:
 - Constipation/ Encopresis
 - Diarrhea: infectious, functional
 - Food Reactions: Including but not limited to: peptide reactions, autoimmunity, allergies/ sensitivities, phenol sensitivity, oxalate intolerance, amine/ salicylate sensitivity
- Additionally, the resident should be prepared to discuss the definition, etiology, diagnosis and basic intake and management (including naturopathic and allopathic) of the following Well Child/ Neurotypical conditions/ Anticipatory Guidance including:
 - Immunizations
 - Toilet training
 - Thumb sucking
 - Psychosocial testing
 - School avoidance
 - School readiness
 - Screening
 - Sibling rivalry
 - Common pediatric complaints: Sleep disturbances, Bowel issues, Atopic conditions: Eczema, Asthma
- Competency in principles of preventative health care for children and adolescents
- Competency in pediatric/ adult phlebotomy, cryosurgery, intravenous lines and common office procedures

- Learn to recognize seriously ill patients from those who are less acutely ill
- Refine history taking and physical examination skills
- Become proficient with directing and planning the workup and treatment of basic neurodevelopmental cases and common pediatric disease
- Develop and refine basic teaching skills as pertains to patients, families and medical students
- Develop and refine ability to concisely and accurately present weekly case preview/ review
- Contribution to refining and streamlining VKM clinical procedures as approved by medical director.
- Competency and completion of quarterly projects as defined at the beginning of each quarter and may include one or more of the following: quarterly comprehensive case review, comprehensive presentation of a specific disease process/ condition including literature review of contributing factors and available and proposed treatment options.

Residency Year Two:

- Achievement of year one competencies
- Continued competency in knowledge, interpersonal skills, and autonomous patient care of children and adults, with diverse conditions, including preventative care (ie; well child and immunization program), chronic illness and acute care for adults and adolescents, chronic illness and acute care the general pediatric population.
- Specific continued competency, growth in knowledge, interpersonal skills, autonomous naturopathic management and patient care of children with complex chronic health neurodevelopmental conditions such as seizure disorders, OCD, PANDAS/ PANS/ PITANDS/ CANS, and more advanced case management of children with complex health care issues and biomedical/ naturopathic non-responders
- Assume a major role as a teacher of patients, families, peers and students: Competency in facilitating the learning of others- group visits, ancillary clinical staff, community presentations, and in-services to allied healthcare professionals
- Competency in community and professional marketing strategies
- Competency and development



Yellowstone Naturopathic Clinic (www.yncnaturally.com) is an affiliate residency program with Bastyr University. The naturopathic general medicine program is two-year residency. The clinic is located at 720 N 30th St, Billings, MT.

YNC is a family health and wellness clinic serving the people of southeastern Montana, northern Wyoming, and the western Dakotas. Caring for the whole person, we seek to restore in every patient the energy and vitality that nature intended.

The YNC offers a broad range of services and therapies associated that includes Primary Care, Naturopathic Oncology, Laser Therapy, Comprehensive Natural Pain Treatment, Prolotherapy and Regenerative Injection Therapy, IV Therapy, HCG Weight Loss, and Seasonal Cleanse (Detox)

The YNC is a naturopathic clinic that provides alternative medicine services. The average number of patient visits per month is 600 consultations. Approximately 15% of the patients are under the age of 20, 80% are between 20-60 years of age, and 5% are over the age of 60 years

The resident will be supervised by Dr. Margaret Beeson, ND, LM, medical director and owner of the clinic. In addition, the resident will also have rotations with local area providers that include Family Medicine, Cardiology, Pulmonology, ENT, Surgery, Pulmonology, Gastroenterology, Gynecology, Dermatology, Physical Therapy, Family Practice, ENT, and at a compounding pharmacy. A successful resident in this program is a person who is a highly motivated team player with excellent work ethics. In addition, s/he has the ability to work well with other medical professionals from other fields and possess good communication skills.

This is a full-time appointment and the resident shall receive competitive salary. Benefits include paid time off days, plus major federal holidays, malpractice coverage, a CE allowance. The first year resident will receive a high level of supervision initially. The first year resident is expected to take the patient's history, perform the appropriate physical examination, provide a working diagnosis and differential diagnosis, and treatment plan. As the year progress, the first year resident will be given greater autonomy. The second year resident will work with a higher level of autonomy. The resident will participate in regular didactic activities that include the YNC Grand Rounds and weekly chart reviews with Dr. Beeson.

The resident will perform the following administrative duties that include submission of articles for publication in the Billings Gazette, engage in public speaking opportunities, serve as liaison with outside practitioners regarding patients referred for co-management, return patient calls and emails, and complete projects as assigned by Dr. Beeson.

For additional questions and for more information, please contact Jenelle Bell, BS YNC Practice Manager at jbelle@yncnaturally.com



Yellowstone Naturopathic Clinic (www.yncnaturally.com) is an affiliate residency program with Bastyr University. The naturopathic oncology program is two-year residency. The clinic is located at 720 N 30th St, Billings, MT.

YNC is a family health and wellness clinic serving the people of southeastern Montana, northern Wyoming, and the western Dakotas. Caring for the whole person, we seek to restore in every patient the energy and vitality that nature intended.

The YNC offers a broad range of services and therapies associated that includes Primary Care, Naturopathic Oncology, Laser Therapy, Comprehensive Natural Pain Treatment, Prolotherapy and Regenerative Injection Therapy, IV Therapy, HCG Weight Loss, and Seasonal Cleanse (Detox)

The YNC is a naturopathic clinic that provides alternative medicine services. The average number of patient visits per month is 600 consultations. Approximately 15% of the patients are under the age of 20, 80% are between 20-60 years of age, and 5% are over the age of 60 years

The naturopathic oncology resident will spend 50% of the time at St. Vincent Healthcare Frontier Cancer Care and 50% at the Yellowstone Naturopathic Clinic. The Program Director is Dr. Margaret Beeson, ND, LM, who is the medical director and owner of the clinic. A successful a resident in the program is a person who is a highly motivated team player with excellent work ethics. In addition, s/he has the ability to work well with other medical professionals from other fields and possess good communication skills.

This is a full-time appointment and the resident shall receive competitive salary. Benefits include paid time off days, plus major federal holidays, malpractice coverage, a CE allowance. The first year resident will receive a high level of supervision initially. The first year resident is expected to take the patient's history, perform the appropriate physical examination, provide a working diagnosis and differential diagnosis, and treatment plan. As the year progress, the first year resident will be given greater autonomy. The second year resident will work with a higher level of autonomy. The resident will participate in regular didactic activities that include the YNC Grand Rounds and weekly chart reviews with Dr. Beeson. The naturopathic oncology resident will also attend the Tumor Board and other clinical conferences at the Frontier Cancer Center. Additional rotations include working with specialists in Medical Oncology, Surgery, Pulmonology, Gastroenterology, Gynecology, Dermatology, Physical Therapy, Family Practice, ENT, and at a compounding pharmacy.

The resident will perform the following administrative duties that include submission of articles for publication in the Billings Gazette, engage in public speaking opportunities, serve as liaison with outside practitioners regarding patients referred for co-management, return patient calls and emails, and complete projects as assigned by Dr. Beeson.

For additional questions and for more information, please contact Jenelle Malcom, YNC clinic administrator at jmalcolm@yncnaturally.com