

Canadian College of Naturopathic Medicine

Academic Calendar
2014-2015

How to Apply

Please direct all inquiries to:

Student Services Department
Canadian College of Naturopathic Medicine
1255 Sheppard Ave. East
Toronto, Ontario, Canada M2K 1E2

Tel: 416-498-1255/1-866-241-2266 ext. 245

Fax: 416-498-3197

E-mail: info@ccnm.edu

CCNM accepts applications for admission through the Naturopathic Doctor Centralized Application Service (NDCAS): www.ndcas.org. Complete instructions regarding the completion of the online admissions application are available at <https://portal.ndcas.org/applicants14/index.cgi>.

Notes:

1. Be sure to read CCNM's academic requirements prior to starting your online admissions application.
2. The application may be completed all at once or over multiple sittings.
3. The application fee is payable online and is \$115 for the first school or program designation and \$40 for each additional school or program designation.
4. Once the admissions application has been received and verified by NDCAS, it will be forwarded to CCNM for further review and response.

Session Start	Priority Application Date
Bachelor of Naturopathy Bridge Delivery for International Medical Graduates (April 2015 intake)	December 19, 2014
Bachelor of Naturopathy four-year program September 2014 intake (late applications; if space permits)	July 30, 2014
Bachelor of Naturopathy four-year program January 2015 intake	August 15, 2014
Bachelor of Naturopathy four-year program January 2015 intake (late applications; if space permits)	November 28, 2014
Bachelor of Naturopathy four-year program September 2015 intake	December 31, 2014
Bachelor of Naturopathy four-year program January 2016 intake	May 1, 2015

1. Possessing the minimum admission requirements published herein does not guarantee an offer of admission. In addition to these requirements, the College will admit only those candidates who, in the judgment of the College, are of good character, are capable of completing the Bachelor of Naturopathy program in its entirety, and show promise of becoming worthy members of the naturopathic profession.
2. If an applicant is offered admission, a deposit of \$2,000 is required to confirm acceptance of the offer. The deposit will be applied to the student's first-year tuition fee. Please note that if an applicant withdraws their acceptance of the admission offer within 48 hours of accepting it, or if the program is discontinued before the first day, they will receive a full refund of the \$2,000 deposit. If an applicant withdraws their acceptance of the admission offer after 48 hours but before the start of the program, or if they do not attend the first ten consecutive days of scheduled classes, they will receive a refund of the deposit and an administrative charge of \$500 will be assessed. Withdrawals received after the start of the program will receive a refund calculated according to the program withdrawal policy.

Admission Requirements

The Canadian College of Naturopathic Medicine is committed to excellence in naturopathic education and to the success of our graduates. All candidates for admission are evaluated based on their academic history and personal interview, as well as their motivation for becoming a naturopathic doctor, leadership skills, problem solving and critical-thinking skills, and specific personal qualities and characteristics.

Academic requirements

To be considered for admission to the ND program, applicants must have completed a three- or four-year bachelor's degree in any discipline at an accredited institution. For September admission, courses must be completed by August 31 of the year of application. For January admission, courses must be completed by December 31. Applicants are encouraged to apply early. **Admission requirements may be subject to change at any time without notice.**

Applicants must have a minimum grade point average of 2.7 on a four-point scale. Historically, the average cumulative GPA of accepted students has been 3.3 on a four-point scale, encompassing a range of 2.7 to 4.0.

Required courses	Credit hours	Units	Requirements
General Biology	6	1.0	May be fulfilled either by a one-year biology course or by two semesters of courses such as anatomy, botany, cell biology, endocrinology, genetics, immunology, microbiology, molecular biology, or zoology. Example: Athabasca University - BIOL204-Principles of Biology I and BIOL205-Principles of Biology II

Physiology	6	1.0	May be fulfilled either by a one-year physiology course or a one-year anatomy and physiology course. Example: McMaster University - HTH SCI 2F03-Human Physiology and Anatomy I and HTH SCI 2FF3-Human Physiology and Anatomy II
Organic Chemistry (with lab)	3	0.5	Course must cover topics such as chemical reactivity, reaction pathways, stereochemistry, alcohols, acetones, aldehydes, carboxylic acids, and amines. A lab component is required. Example: McGill University - CHEM212-Intro to Organic Chemistry
Psychology*	3	.05	May be fulfilled by a one semester course such as social psychology, health psychology, or developmental psychology. Example: University of Toronto - PSY100Y-Introductory Psychology
Humanities elective	6	1.0	Acceptable courses include, but are not limited to: English, sociology, psychology, history, women's studies, religious studies, etc. Must include an essay-writing component. Foreign language courses are not accepted towards the humanities prerequisite. Example: Lakehead University - Nursing 2500-Concepts of Health

Credit will not be given for the completion of prerequisites unless a grade of C- (60%) or better is earned.

Some courses can be completed at CCNM. (See 'Completing Prerequisites at CCNM.')

Recommended Courses

In addition to the required courses outlined above, we recommend that applicants complete courses in some or all of the following areas to prepare for the ND program curriculum:

- anatomy
- biochemistry
- environmental science
- genetics
- microbiology
- physics
- sociology
- statistics
- English composition

Personal statement/essay

Applicants are required to complete a personal statement/essay. Essay questions are included in the application. Please follow the specific instructions and maximum character count provided when answering the essay questions.

Confidential references

Three letters of reference must be submitted online through NDCAS. The following references are required:

- One academic reference
- One reference from a regulated healthcare professional One additional reference from either of the above categories or a past employer/volunteer
- Referees must have known you for a minimum of one year, although it is strongly recommended that you choose someone who has known you for 2 years or more

When selecting your referee, you should choose someone who can comment on your capacity in the following areas:

- Ability to handle stressful situations
- Business management skills
- Commitment to upholding high ethical standards
- Demonstration of tolerance, compassion and empathy
- Initiative
- Maturity
- Problem solving skills
- Self-discipline

Resumé

Applicants must submit a current curriculum vitae/resumé including the following information:

- Education
- Work experience
- Volunteer experience
- Awards
- Skills and abilities

Personal interview

The purpose of this interview is to assess an applicant's ability to successfully complete the program and become an effective naturopathic doctor. Applicants will be chosen for interviews based on their academic performance.

Interviews are conducted at CCNM in Toronto for applicants who are able to travel to the campus. In extenuating circumstances, interviews may be conducted via Skype for applicants unable to travel to the campus.

The personal interview lasts approximately 45 minutes. The interview team consists of one faculty member and one fourth-year student intern. There are three components to the interview:

- Several vignettes/scenarios with applicable questions (for which no prior medical knowledge is required)
- Additional questions related to motivation and familiarity with naturopathic medicine
- An opportunity for open dialogue

Admission decision

The decision to admit an applicant is based primarily on the applicant's undergraduate grade point average and admissions interview. Additional criteria will include:

- applicant's academic history

- essay
- references
- resumé

Experienced student policy

As outlined in the above section on admissions requirements, completion of a Bachelor's degree is expected. A limited number of exceptions are made for experienced students. Experienced students wishing to apply to CCNM must have completed a minimum of three years of university study (90 credit hours, 15 full courses) towards a baccalaureate degree. Competitive applications must have an average cumulative grade point average of at least 3.3 on a four-point scale (equivalent to B+). A lower grade point average (minimum 2.7) may be acceptable, depending on the applicant's academic history, interview, essay, references and career-related experience.

Applicants applying as experienced students must possess all of the minimum prerequisites as outlined in the above section on admission requirements. In addition, anyone applying as an experienced student must be able to demonstrate a minimum of four years of work and life experience outside of university. Please note that possessing the published minimum admission requirements does not guarantee an offer of admission. Please contact Student Services for more information.

Information for International Students

An applicant will be considered an international student if he or she is not a Canadian citizen or does not have permanent resident or landed immigrant status.

International applicants must ensure that their academic credentials meet Canadian equivalency. If you are an International Medical Graduate, you may qualify for bridge delivery of the ND program.

All international applicants must comply with Citizenship and Immigration Canada admissibility requirements and must obtain a study permit or other suitable documentation. CCNM is recognized as a Designated Learning Institution (DLI) and applicants applying for a study permit must quote our DLI code which is 019305338292.

For more information visit the [Department of Citizenship and Immigration Canada](#). Applicants who intend to practice outside Canada are advised to contact the local naturopathic medicine licensing body to inquire about requirements for licensing in that jurisdiction.

Evaluation of international transcripts

Students applying for the four-year ND program who have completed their university study at an institution outside North America must have their transcripts evaluated and translated (if necessary) on a course-by-course basis. This is not required for bridge delivery applicants. International credential evaluations are accepted from:

World Education Services

www.wes.org

Toronto: canada@wes.org

416-972-0070 or 1-866-343-0070

New York City: info@wes.org

212-966-6311

The International Credential Assessment

Service of Canada (ICAS)

www.icascanada.ca

info@incascanada.ca

519-763-7282 or 1-800-321-6021

Proficiency in the English language

As CCNM curriculum is delivered in English, all applicants are expected to demonstrate sufficient facility in the English language to fully participate in the learning process. If an applicant's post-secondary studies were completed outside of North America in a language other than English, TOEFL scores must be submitted to CCNM. CCNM's minimum requirements are indicated below.

IELTS: minimum overall band score of 6.5 or higher (on a 9 point scale)

TOEFL PBT: minimum 580 out of 677

TOEFL CBT: minimum 257 out of 300

TOEFL IBT: minimum 86 out of 120

(CCNM TOEFL DI Code: 0245)

Admission Requirements (IMG Bridge Delivery)

Who are IMGs?

An international medical graduate (IMG) is an individual who has graduated from a medical school outside of Canada. They may have several years of independent practice experience in his/her country; have just recently completed medical school; have completed a residency training program; have gone directly into practice with no requirement for a residency; be from a country with a medical education system similar to Canada's; or be from a country whose medical education system is very different from Canada's.

Do I qualify for the bridge delivery of the ND Program?

Applicants must have attained a passing grade on the Medical Council of Canada Evaluating Examination (MCCEE) or, attained a passing grade for United States Medical Licensing Examination Step I (USMLEI). Applicants must have graduated from a medical school recognized by the Medical Council of Canada.

Graduates from non-English language medical programs must submit proof of English proficiency and satisfy the minimal grade required by CCNM in Test of English as a Foreign Language (TOEFL) or International English language Testing System (IELTS). CCNM's minimum requirements are:

IELTS: minimum overall band score of 6.5 or higher (on a 9 point scale)

TOEFL PBT: minimum 580 out of 677

TOEFL CBT: minimum 257 out of 300

TOEFL IBT: minimum 86 out of 120

What is the MCCEE?

The Medical Council of Canada Evaluating Examination (MCCEE) is a four-hour, computer-based examination offered in both English and French at more than 500 centres in 80 countries worldwide. The MCCEE is a general assessment of the candidate's basic medical knowledge in the principal disciplines of medicine. International medical graduates must take the MCCEE as a prerequisite for eligibility to the MCC Qualifying Examinations.

Personal Interviews

The interview assesses an applicant's ability to successfully complete the program and become an effective naturopathic doctor. Applicants are chosen for interviews based on their academic performance.

Interviews are conducted at CCNM. The personal interview lasts approximately 45 minutes. The interview team consists of one faculty member and one student. There are three components to the interview:

1. several vignettes/scenarios with applicable questions (for which no prior medical knowledge is required)
2. additional questions related to motivation and familiarity with naturopathic medicine
3. an opportunity for open dialogue

Proficiency in the English language

As CCNM curriculum is delivered in English, all applicants are expected to demonstrate sufficient facility in the English language to fully participate in the learning process. If an applicant's post-secondary studies were completed outside of North America in a language other than English, TOEFL scores must be submitted to CCNM. CCNM's minimum requirements are indicated below.

IELTS: minimum overall band score of 6.5 or higher (on a 9 point scale)

TOEFL IBT: minimum 86 out of 120

The Office of the Registrar

Student Records

The registrar maintains permanent academic records of every student enrolled at CCNM. A student's file contains their application, information related to the business of the College, grade reports and comments, and records of official action taken by CCNM concerning the student.

Records may be made available to members of the faculty and administration with a demonstrated need. Except as may be required by law, no part of a student's record will be released to any person outside CCNM without written consent of the student.

Confidentiality of Student Academic Records

1. A student's academic record is defined as the information concerning the student that is held by the registrar at CCNM.
2. Academic records are the property of CCNM.
3. Release of information:
 - a. Except as may be required by law, a student's academic record will not be released to any third party without the written authorization of the student.
 - b. Students may request that an official copy of their transcript be issued to a third party by completing the transcript request form.
 - c. Students may obtain an unofficial copy of their transcript by completing the transcript request form.
 - d. Student academic records may be released to authorized CCNM staff or faculty for the execution of job responsibilities as approved by the director of student services or designate.
 - e. Any authorized review of a student's file must be supervised by the registrar or designate.

Student Grades and Transcripts

Students can access official grades through Sonisweb (<http://records.ccnm.edu>) by logging in with their Moodle user ID and password.

The transcript is an official record of all academic and clinic credits earned toward the ND diploma. It lists the course title, course code, number of credit hours and the numerical or letter grade for all courses taken. Unofficial transcripts are provided to students free of charge. Official transcripts are available at \$10 each.

Official transcripts will only be released directly to educational institutions and licensing boards whom the student has authorized to receive the transcript. Students and potential employers may have access to official transcripts in special circumstances. Transcript request forms can be downloaded from the student forms and resources section of Moodle.

Registration

Students will register for all courses through Sonisweb (<http://records.ccnm.edu>) by logging in with their Moodle user ID and password. Complete registration instructions are available in the forms and resources section of Moodle. Online registration is open for a limited period. Failure to register during this period will result in a late registration fee of \$100. Students who fail to register by the deadline to add courses will not be considered enrolled in that class and coursework will not be credited.

Transfer/Advanced Standing credits

CCNM considers applications for transfer and advanced standing credits from applicants who have completed comparable courses at a CNME-accredited or candidate-for-accreditation institutions, or at approved accredited post-secondary institutions.

Transfer students must provide an official transcript and a letter of recommendation from a senior administrator at the transferring institution. The letter should indicate that the transferee was in good standing and has not been subject to any disciplinary actions. Non-transfer students may apply for advanced standing in certain CCNM courses. Applicants must apply for advanced standing on a course-by-course basis. Detailed course outlines for each course must be submitted. A student may not request advanced standing in a course they have previously failed. Applications can be downloaded from the student forms and resources section of Moodle. New students can request advanced standing application form(s) from student services (info@ccnm.edu). Before acceptance becomes official, the registrar must approve the transfer credits based on the following criteria.

- Courses must be equivalent or better in the number of credit hours.
- A passing grade of 65 per cent must have been achieved.
- Each course must be substantively equivalent (minimum 70 per cent) in content/learning outcomes to the CCNM course it replaces.

Limitations on Amount of Credits Awarded for Transfers and Advanced Standing

No more than 50 per cent of the ND program can be completed via transfer or advanced standing credits.

Administration

All courses approved for transfer and advanced standing credits will show as EQV (equivalent) on the CCNM transcript and will not be calculated into a student’s GPA. Successful advanced standing or transfer applicants will not be charged tuition for courses for which credit has been granted.

Appeals

Any applicant/student who is denied a requested transfer or advanced standing request does have the ability to appeal the decision of the Registrar. Upon receipt of the original notification, the requestor will be notified of the basis for the denial in writing. Should the decision be made to exercise the right to appeal, the applicant must provide a written request for review with a rationale for the request, along with any relevant documentation, within five business days of the notice being issued. All documentation will be forwarded to the Associate Dean, Curriculum, who will review the written materials and make an independent determination. The Dean will then conduct a final review and will advise the applicant of his or her final decision in writing within ten business days of receiving the appeal.

2014-2015 Advanced standing application deadlines

Applications for advanced standing will not be accepted under any circumstances after the following deadlines.

TERM/YEAR	APPLICATION DEADLINE
2014-2015 Full-year courses (Year 3)	September 8, 2014
Fall 2014 term course	September 8, 2014
Winter 2015 term course	January 12, 2015
Spring 2015 (IMG intake)	May 4, 2015
Spring 2015 term course (January intake)	May 11, 2015

Important Note about Advanced Standing and Student Loans

If you are granted advanced standing, your federal and provincial student loans office (i.e., OSAP, BCSAP, etc.) will need to be notified of the change in your course load. Student Services will notify you of the course load change so that you can make the necessary changes to your loan application. If the loan has already been processed for the term, a tuition refund may be issued to the student loan lender. Please contact Student Services for further information.

Deferred enrolment

Letters of acceptance are only valid for the intake session for which the applicant was admitted. Applicants who do not enrol in the intake for which they applied, may request to have their application moved to the next intake within the same academic year (e.g., applicants applying for September admission may request to have their application moved to January). The admissions application will be reassessed for the new intake and if approved, a new letter of acceptance will be sent. Applicants who do not enroll in the academic year for which they applied must reapply through NDCAS for the following academic year. Applications started and/or submitted through NDCAS for one academic year will not carry forward to future years.

Withdrawal

Students who withdraw from CCNM for any reason must give written notice to the Student Services Department. The letter must be dated and signed by the student. If no letter is received, the last date of attendance will be the effective date of withdrawal and will be the date used to close out the student's account. Any tuition refunds or remaining financial obligations to the College will be assessed based on the last date of attendance. Failure to attend for 10 consecutive scheduled class days without notice will be deemed to constitute a withdrawal from the College.

If a student is entitled to and has made a demand in writing for a tuition fee refund and CCNM has not paid the amount of the refund within 30 days of the demand, or arranged for the Trustee to pay the amount of the refund within that period, the student may apply to the Trustee to have the refund directly paid to him/her out of the unearned tuition fees held in trust for that student [*Post-secondary Education Choice and Excellence Act, 2000 O. Reg. 279/02, s.10 (9)*]. The student will be required to present a final copy of the Registration Agreement in the event he/she makes a claim against the security.

If a student does not return within one year from the time of withdrawal, a new application for admission must be submitted.

Voluntary Withdrawals

To begin the process of voluntary withdrawal, either from the full ND program or from a specific course or courses, students should inform the Registrar, in writing, of their intent to withdraw.

Withdrawal from the ND Program

A student who chooses to cease his or her course of studies in the ND program at CCNM should advise the Registrar of this intent by letter. The letter must be dated and signed by the student. If no letter is received, the last date of attendance will be the effective date of withdrawal and will be the date used to close out the student's account.

Refund Calculation for Withdrawal from the ND Program

Upon providing written notice of their decision to withdraw, the student's refund will be assessed based on the time spent in the program. Once the program has commenced, if the student withdraws, the amount of tuition owing (earned tuition) will be prorated and calculated on a course-by-course basis using the following formula:

$$\begin{aligned} & \text{(Number of Weeks Attended / Total Number of Course Weeks) x Course Tuition} \\ & = \text{Earned Tuition (Tuition Owing)} \end{aligned}$$

Once the time spent in a course reaches two-thirds of the total course hours, no refund will be issued.

An administrative charge of \$500 is assessed on withdrawals. The \$500 administrative charge will be credited to the student's account should that student return to the ND program within one year.

Deferral, Discontinuation or Cancellation of Program

In the event of deferral, cancellation or discontinuation of the program, the College will refund to applicants unearned tuition. At his/her option, an applicant may choose to defer his/her application to a subsequent program start in which case the funds will be credited towards that program start.

Withdrawal from a Course(s)

A student who chooses to withdraw from a specific course or courses must advise the Registrar in writing, who will adjust their registration to reflect the course load reduction. The date of the request for the reduction in course load will be used to calculate the amount of the refund (if any).

Refund Calculation for Withdrawal from a Course(s)

Once a student has reduced their course load, the refund (if any) for a specific course will be calculated by the Registrar as follows:

$$\begin{aligned} & \text{(Number of Weeks Attended / Total Number of Course Weeks) x Course Tuition} \\ & = \text{Earned Tuition (Tuition Owing)} \end{aligned}$$

Once the time spent in the course reaches two-thirds of the total course hours, no refund will be forthcoming.

If the course has not yet started, no tuition charges will be incurred.

Readmission

Students who withdraw from CCNM are permitted to resume study within a maximum of one year from the date of withdrawal.

Students dismissed for academic reasons must reapply. As part of their re-application they will be required to demonstrate that they have upgraded their skills by means of successful performance in an academic setting or by satisfying the College that any previous barriers to successful academic performance have been addressed and eliminated.

Requirements for Graduation

Candidates for the ND diploma must fulfill the following requirements to graduate:

1. Attend all required courses in the prescribed curriculum and achieve a passing grade in each course.
2. Attain a Cumulative Grade Point Average of 2.70.
3. Attend the required number of hours in clinical training, and fulfill all other requirements of the clinical program with a passing grade.
4. Satisfy all financial obligations to CCNM.

The final year of clinical education requires successful completion of course work, clinical requirements and rotations (e.g., laboratory, botanical dispensary, etc.). In addition, the following minimum hours must be completed:

Essential skills and abilities required for the study of medicine

CCNM is responsible to society to provide a program of study enabling graduates to possess the knowledge, skills, professional behaviour and attitudes necessary to enter the regulated practice of naturopathic medicine. Graduates must be able to diagnose and manage health problems and provide compassionate primary care to their patients. For this reason, students in the ND program must possess the cognitive, communication, sensory, motor and social skills necessary to interview, examine and counsel patients, and competently complete certain technical procedures in a reasonable time while ensuring patient safety. Prospective applicants should note that cognitive, physical examination, management and communication skills, as well as professional behaviour, are all evaluated in timed simulations of patient encounters.

All applicants are expected to assess their ability to meet the standards set out in this policy. This policy does not preclude individuals with disabilities from attending the College. Applicants who anticipate requiring disability-related accommodation are responsible for notifying CCNM in a timely manner; however, applicants should be aware that the awarding of the program credential is dependent on candidates demonstrating skill in a number of areas, some of which require physical dexterity.

A candidate for the ND diploma must demonstrate the following abilities:

Observation skills

The candidate must be able to demonstrate skills in observation. In particular, a student must be able to accurately observe a patient at a distance and close at hand. Observation necessitates the functional use of the sense of vision and somatic sensation, enhanced by tactile, olfactory, and auditory information.

Communication skills

A student must be able to speak to, hear and observe patients and coherently summarize a patient's condition and management plan, verbally and in writing. A student must be able to communicate effectively and sensitively with patients, families, employees and other health-care practitioners.

Motor skills

A student must demonstrate sufficient motor function to safely perform a physical examination on a patient in a timely fashion, including palpation, auscultation, percussion and other diagnostic techniques. A student must be able to use common diagnostic aids or instruments either directly or in an adaptive form, and be able to perform basic laboratory tests. A student must be able to execute fine and gross motor movements that are required to provide general medical care to patients.

Intellectual-conceptual, integrative and quantitative abilities

A candidate must demonstrate critical thinking, sound judgment, analysis, reasoning, and synthesis, essential to the problem-solving skills demanded of physicians. In addition, the candidate should be able to comprehend three-dimensional relationships and to understand the spatial relationships of structures.

Behavioural and social attributes

A student must consistently demonstrate the emotional maturity and stability required for full utilization of his or her intellectual abilities. The application of good judgment and the prompt completion of all responsibilities attendant to the diagnosis and care of patients are essential attributes. The development of mature, sensitive and effective relationships with patients, families, employees and other health-care practitioners is also required. The student must be able to tolerate the physical, emotional and mental demands of the program and function effectively under stress. Adaptability to changing environments and the ability to function in the face of uncertainties inherent in the care of patients are both necessary.

Compassion, integrity, concern for others, interpersonal skills, intellectual curiosity and self-motivation are all personal qualities that naturopathic doctors and naturopathic medical students must demonstrate.

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Important Note about Advanced Standing and Student Loans

If you are granted advanced standing, your federal and provincial student loans office (i.e., OSAP, BCSAP, etc.) will need to be notified of the change in your course load. Student Services will notify you of the course load change so that you can make the necessary changes to your loan application. If the loan has already been processed for the term, a tuition refund may be issued to the student loan lender. Please contact Student Services for further information.

Enrolment Requirements

Students accepted for admission to CCNM must satisfy the following enrolment requirements in order to be registered in the program.

TB Testing Policy

All new students must submit a two-step Mantoux (PPD) skin test prior to the start of classes. For fall enrolment, tests must be taken between June 1 and September 1. For winter enrolment (January intake) tests must be taken between October 1 and January 1. All returning students must submit a TB Risk Assessment form annually, prior to the start of classes each year. All TB test results must be submitted to Student Services. The CCNM TB Test form and Risk Assessment forms are available from Student Services or can be downloaded from Moodle. All students who test positive for tuberculosis must submit the results of one baseline chest x-ray to rule out active disease. If any student is found to be high-risk, s/he may be required to submit the results of an additional TB test or chest x-ray to rule out active disease.

Failure to submit TB test results and/or Risk Assessment form may result in deregistration from all clinic-related activities including classes. Questions regarding the student TB testing policy should be directed to Student Services.

Hepatitis B Policy

Students who have been vaccinated for Hepatitis B must submit proof of vaccination or immunity to student services by one of these two methods:

1. A letter from your MD stating that you received the vaccination within the last 15 years or;
2. Laboratory testing demonstrating immunity to Hepatitis B.

Students who do not wish to be vaccinated for Hepatitis B must submit a Hepatitis B waiver form to Student Services prior to the start of classes. This form is available from Student Services or Moodle.

This is a one-time only requirement. Once a student has submitted appropriate documentation to Student Services, it will be kept on file for the duration of their enrolment at CCNM. Failure to submit proof of Hepatitis B vaccination or waiver form may result in deregistration from all clinic-related activities including classes. Questions regarding the Hepatitis B Policy should be directed to Student Services.

CPR Certification Requirement

All students are required to obtain CPR certification at the Health Care Provider (HCP) Level. Copies of CPR certification must be submitted to Student Services prior to the start of classes. It is the student's responsibility to ensure that their CPR certification is kept up-to-date at all times for the duration of their enrolment at CCNM. CPR recertification must be completed at least every two years or less depending on the expiry date of the initial certification. Failure to submit CPR certification may result in deregistration from all clinic-related activities including classes..

Some CPR courses are offered at CCNM through the Continuing Education Department. CPR certification is also accepted from St. John's Ambulance, Red Cross and the Heart and Stroke Foundation, among others. Questions regarding the CPR certification requirement should be directed to Student Services.

Criminal Background Check

All students should expect to submit a criminal background check prior to beginning their clinical internship at CCNM.

Accommodating students with disabilities

In accordance with the spirit and principles of the Ontario Human Rights Code (OHRC) and the Canadian Charter of Rights and Freedoms, CCNM will use all reasonable efforts to accommodate students with disabilities in a manner designed to provide them with education equity in order to meet the standards of the program.

At the request of a student, reasonable accommodations will be provided with respect to the documented disability, permanent or temporary, that affects the student's ability to function in an academic setting.

CCNM will endeavour to offer the most appropriate accommodation in a manner that does not compromise program standards, respects the dignity of the student, meets individual needs, best promotes inclusion and maximizes confidentiality.

Application for academic accommodation

To facilitate appropriate accommodation, students are encouraged to register with Counselling and Accessibility Services as early as possible to avoid a delay in service. First-year students should register as soon as they are accepted to the College. In addition, further information may be required than is provided in the original documentation. The provision of accommodations begins after the registration process.

Registering with Accessibility Services

Students requiring accommodations will need to provide documentation about their disability from a recognized health-care professional (see "Medical Certificate" accessed through Moodle). This documentation will be kept in confidence by Accessibility Services, and used solely to assess requests for accommodations. This information is maintained separately from the student's academic file.

The documentation verifying the disability (or disabilities) is then reviewed with the student, and eligible accommodations are discussed. Counselling and Accessibility Services then determines the eligible accommodations, and provides the student with a letter outlining the approved accommodations for that academic year. A copy of this letter is provided to the Office of Academic Affairs, who assists in facilitating the stated accommodations. There may be instances where students may need to provide a copy of the letter to his/her instructor(s).

Students are required to re-register with Accessibility Services prior to the start of the next academic year while they are enrolled in the naturopathic medical program.

Note for students with disabilities:

Accommodations provided by CCNM may or may not be acceptable to a given licensing board or examining body independent of the College. Students with disabilities are strongly advised to consult the naturopathic licensing board in the province or state in which they intend to be licensed.

Student Support Services

Peer Tutor Program

For those students in need of additional academic support, the registrar helps to match high-achieving upper-year students with students experiencing academic difficulty for individual tutoring in a specific subject area. To become a peer tutor, receive tutoring assistance or for more information about this program, contact Student Services.

Counselling Services

On-campus, short-term counselling is available free of charge. This confidential service is designed to assist students who are dealing with personal issues that are impacting their student and/or personal lives. CCNM students can contact the student counsellor at 416-498-1255 ext. 256 to make an appointment. When leaving a message, please include details about the best time to return the call and whether a message can be left at the number provided. Messages are usually returned within 24 hours and every effort will be made to accommodate students as quickly as possible.

Career Resource Centre

CCNM has an onsite Career Resource Centre located in the administration wing near student services. Students can also access career resources on Moodle and Integra Practice Management at www.integrapracticemanagement.ca. CCNM maintains a listing of current practice opportunities for graduates of the program. To view the listing online, look under the Alumni Services section on CCNM's website.

Residence/Housing

CCNM's on-campus residence rooms offer co-ed accommodations on both a short-term and year round basis for CCNM and non-CCNM students. Conveniently located adjacent to the main campus building, residents are just steps away from the fitness facility, Learning Resources Centre, a healthy food cafeteria and the RSNC.

Each floor has a number of shared lounges complete with satellite television and a balcony overlooking the courtyard. A kitchen equipped with major appliances adjoins each lounge. Laundry facilities are available on each floor.

All residence rooms are single occupancy only. Rooms include a single bed, desk and chair, wardrobe closet, personal refrigerator and Internet access, which is cabled in the room and wireless in the lounges.

For more information or to request a residence application package, call 416-498-1255 ext. 330 or email residence@ccnm.edu.

Off-campus housing listings are available online at www.ccnm.edu. These postings are available to the public and can be posted free of charge.

Fees and Financial Information

Tuition Fees – ND Program

Annual tuition fee 2014-2015 (Canadian students) ... \$21,010

Annual tuition fee 2014-2015 (international students) \$21,990

Mandatory Fees – ND Program (non-refundable*)

CAND annual student membership fee	\$25
Naturopathic Students' Association (Year 1)	\$200
Naturopathic Students' Association (Years 2–4)	\$85
NSA Health and Dental Plan (<i>September start</i>).....	\$525
NSA Health and Dental Plan (<i>January start – pro-rated</i>).....	\$350
NSA Health and Dental Plan (<i>IMG start – pro-rated</i>)	\$175

Additional Fees – ND Program (non-refundable*)

Late registration fee	\$100
Late payment fee	\$100
Off-site exam administration fee	\$50
Supplemental exam fee (including OSCE)	\$100
Rescheduled mandatory practical fee (including OSCE)	\$50
Rescheduled practical exam fee.....	\$100
Rescheduled written exam fee	\$50
Official transcript fee	\$10
Returned cheque	\$30
Photocopy of tuition tax receipt (T2202A)	\$5
Student ID card replacement fee	\$15
Advanced standing (per course) application fee	\$25
Student INER membership	\$25

(*Fees are non-refundable except in the event of deferral, cancelation or discontinuation of the program or in the event that the student does not attend the first 10 consecutive days of scheduled classes.)

Cost of books and equipment; Bachelor of Naturopathy Program (estimated)

Year 1 Books	\$2,392
Year 1 Equipment	\$452
Year 2 Books.....	\$1,578
Year 2 Equipment	\$771
Year 3 Books	\$1,674
Year 3 Equipment	\$0
Year 4 Books/Equipment.....	\$0

Naturopathic Students' Association (NSA) Health and Dental Plan

All NSA members (students enrolled in the Bachelor of Naturopathy program) are assessed a fee for the NSA health and dental plan. The plan provides CCNM students with health and dental coverage

for 12 months, from September 1, 2014 to August 31, 2015. Students already covered through another plan may opt out of the NSA health and dental plan at www.ihaveaplan.ca no later than September 16, 2014. Proof of coverage is required to opt-out. Students can also enrol their spouse and/or dependants in the plan by going to www.ihaveaplan.ca. Students starting in January 2015 will be assessed a fee pro-rated for eight months of coverage (January 1 to August 31, 2015). The opt-out deadline for January intake students is January 19, 2015. IMG students starting in April 2015 will be assessed a fee pro-rated for four months of coverage (April 27 to August 31, 2015). The opt-out deadline for January intake students is May 11, 2015. Please note that plan fees are subject to change prior to the start of the coverage period. The NSA health and dental plan is only available to students enrolled in the ND program. For more information, contact studentcare.net/works at 1-866-369-8791 or visit www.ihaveaplan.ca.

Tuition Fees and Financial Policies

Method of Fee Payment

Tuition and all other fees are payable by cash, cheque, money order, or online banking. Cheques do not need to be certified; however, any student who tenders a cheque that subsequently is not honoured by the banking institution (NSF) will be charged a \$30 fee plus the appropriate interest charge. Credit card payments cannot be accepted.

Students may request that funds be directly disbursed to CCNM from their government student loans program and other similar sources. In such cases, students will be allowed a two-week grace period from interest charges before the actual receipt of the funds by CCNM.

For students who will be graduating, all outstanding fees must be paid on or before May 15 of the graduating year. Fees paid after May 15 must be in the form of cash, certified cheque money order, or online payment.

Students seeking alternate payment arrangements must meet with the Accounting Department before tuition is due to avoid late payment fees.

Statement of Account

Statement of account is available through Sonisweb. Students are responsible for communicating with Accounting regarding any questions or concerns.

Outstanding Balance

Students whose accounts are in arrears will not be permitted to enrol in the following term until a satisfactory solution is reached with the finance department.

Students who complete their academic studies with an account in arrears will not be issued a transcript, diploma or clearance to write the NPLEX exams.

Interest of 1.5 per cent per month (18 per cent per annum) is charged on all outstanding balances until the account is cleared.

CCNM works to maintain a balance between minimizing the costs of tuition and other services and ensuring a high quality of education and support services. CCNM is a not-for-profit educational institution and does not receive direct financial support from the federal or provincial government. The College's charitable status allows it to receive donations that are used to offset the full cost of providing the ND program.

In order to complete their registration, students must have paid all required fees by the end of the first full week of scheduled classes. Tuition fees are due on a monthly basis, although students may choose to pay a term at a time. The due date for tuition payments is the end of the first full week of scheduled classes within the month. Students seeking alternate payment arrangements must meet with the Accounting Department before tuition is due to avoid late payment fees. The tuition fee is reviewed each year and increased as required to adjust for program growth and inflation.

Planning Your Financial Commitments

Students are encouraged to plan ahead to manage the financial commitments of the program. The following points are important to remember:

- Recognize and quantify the total expenses related to the program as well as your personal expenses during this period of time.
- Consider all avenues of financing, including personal and family resources, loans and bursaries.
- Be aware of the limitations and uncertainties of provincial and federal loans and bursaries. These loans and bursaries cover only a portion of your tuition. A sound financial plan should include a contingency plan in case the expected loans and bursaries are not received in time or are not for the anticipated amount.
- Be diligent and prompt in following up on all matters related to your finances, such as submitting loan documents and communicating with the Student Services and/or Accounting departments.
- Review your statement of account available through Sonisweb.

CCNM's financial policies are based on an understanding and acceptance of the responsibilities of the student and the College. It is important to have a clear understanding of the following relationships:

1. CCNM has no direct relationship with government agencies such as the National Student Loan Service Centre in matters of finance. Students are responsible for all financing arrangements, including government student loans. The relationship is between the government, the bank and the student, and *does not involve CCNM*.
2. Tuition fees and any enrolment matters are strictly between the student and CCNM. Students are solely responsible for the total amount of tuition and other costs of education.

Financial Assistance – ND Program

CCNM is not responsible for loans arriving past the tuition due date. Delays relating to processing and advancing of loans are the student's responsibility.

Provincial Student Loans and Bursary Programs

Under the Canada Student Loans Program and the provincial governments of Canada, students may be eligible for student loans and/or bursaries.

Canadian students enrolled in the Bachelor of Naturopathy program may be eligible, if qualified, for assistance under components of one or more of the following:

- Canada Student Loans Program (CSL)
- Ontario Student Loans Program (OSL)
- Student loan program in your province of residence

The federal and provincial government may not cover the full cost of tuition. A student may only apply from the province of residence in which he or she has most recently lived for at least 12 consecutive months, excluding time spent as a full-time student at a post-secondary institution. Currently, the province of Quebec does not recognize the CCNM Bachelor of Naturopathy program as eligible for government loans. Please contact a CCNM student services officer for alternative sources of financial aid.

A loan application must be submitted for each academic year you attend. Student loan applications are administered by your provincial loan office and usually become available at the beginning of June. Online applications are available on the website of your provincial loan program and are typically the preferred method of applying. Paper applications have, in some cases, been eliminated.

You may submit an application prior to receiving your acceptance letter from the College. It is recommended that you submit your application as early as possible (mid-June) to ensure your loan will be available upon College registration. Processing times may vary and could take eight to 10 weeks.

You may obtain student loan information from your provincial loan office or by contacting Student Services.

Be sure to read your loan application, accompanying guide and all other documents carefully. You are responsible for your student loan and its repayment. Your provincial loan application guide details eligibility requirements, maximum loan amounts, repayment process, etc.

Nunavut and the Northwest Territories operate their own student assistance plans. If you are a resident of Nunavut or Northwest Territories, contact the territorial student assistance office for further information.

Important Information on Student Loans

CCNM complies fully with the performance requirements for the administration of the Ontario Student Assistance Program (OSAP) by Private Schools (non-PVS) as set out by the Ministry of Training, Colleges and Universities (MTCU) to ensure the proper administration of public funds and the prevention of program abuse and fraud. The Ministry's full requirements can be accessed through the website at <http://osap.gov.on.ca>.

Satisfactory Scholastic Progress Policy

All students receiving OSAP or other provincial loans are required to adhere to applicable OSAP regulations and conditions, regarding satisfactory scholastic progress to the full extent of CCNM's

satisfactory academic progress requirements. Students will be disqualified from eligibility for OSAP or government loans and withdrawn from loan arrangements if they fail to meet the following requirements:

- failure to attend for 10 consecutive scheduled days without valid documentation
- maintain a course load of 60 per cent
- participate in 20 hours of instruction per week for four consecutive weeks

Withdrawal from OSAP eligibility is automatic and does not require written notification.

In addition, students receiving OSAP must achieve satisfactory scholastic progress at the institution and a passing grade in each course while maintaining the above-stated conditions. Those not meeting the scholastic progress requirement will be subject to the following consequences and remedies, as required by the Ontario Ministry of Training, Colleges and Universities:

Scholastic Situation	Consequence	Remedy
Failure to achieve satisfactory scholastic standards during one study period.	Student remains eligible for OSAP in next study period.	Must succeed in all following academic years to maintain continuous CSL/CSG*/OSL eligibility.
Failure to achieve satisfactory scholastic standards during two study periods.	Student loses CSL/CSG/OSL eligibility for a minimum of 12 months.	Must maintain CSL/CSG/OSL in good standing with lending institution during the 12 month period.
Failure to achieve satisfactory scholastic standards during three study periods.	Student loses CSL/CSG/OSL eligibility for a minimum of 36 months.	Must maintain CSL/CSG/OSL in good standing with lending institution during the 36 month period.

*Canada Study Grant

Ontario Student Loans

Once you have completed your online application, you will then print out the following forms:

- Master Student Financial Assistance Agreement (MSFAA). You are required to take this form to a postal outlet for further processing. Be sure to bring appropriate ID (Social Insurance Card and government-issued photo ID) as well as any other documentation requested.
- Declaration and Signature pages. These forms must to be completed and returned to Student Services either in person or by mail. If mailing the forms, please be sure to include “**Attention Student Services**” on the envelope.
- Request for Study Period Information. Once you print this out, please be sure to indicate (a sticky note will suffice) if your course load is less than 100 per cent to ensure you are not put into an overpayment situation. This form must also be returned to Student Services either in person or

by mail. If mailing the forms, please be sure to put “**Attention Student Services**” on the envelope. Student Services will process this form once received.

Please keep in mind that all loans will require approximately one to two weeks before funds are transferred into your account. If you expect to receive a government student loan, please sign and return the **promissory note** included in this package

Maintaining Interest-free Status for Federal and Provincial Loans

If you have a previous Canada-Ontario Integrated Student Loan, Canada Student Loan, and/or an Ontario Student Loan, it is important that these remain in interest-free status. To maintain interest-free status, the lender holding your previous loans (bank, financial institution and/or National Student Loan Service Centre) must be informed that you are still in school. This is done automatically once your completed Confirmation of Enrolment form is processed by your post-secondary institution and by the Ministry of Training, Colleges and Universities. The Ministry will electronically inform your previous lender that you are still in school.

If your loan documents are not in by the first day of class or if your loan is on hold, you must complete the appropriate Continuation of Interest-Free Status form (Schedule 2) from your province. Students must be enrolled in at least 60 per cent of a full-time course load to qualify. Students with disabilities must be enrolled in at least 40 per cent of a full-time course load to qualify.

Note: A student who does not qualify for a loan must complete the appropriate Schedule 2 form for his/her province.

Loan Responsibilities Regarding Repayment

Loan repayment begins six months after the completion of your studies, or when you have stopped being a full-time post-secondary student. The rates and conditions for repayment are set at the time of repayment.

It is the borrower’s responsibility to understand the loan terms and conditions. Specific information is available on provincial loan websites. For students who temporarily cannot repay their loans due to low income, interest relief and/or debt-reduction programs may be available to aid you in paying the interest on these loans. Applications are available from the financial aid office or your lender.

Financial Assistance Offices (Provinces and Territories)

Alberta

Student Aid Alberta
P.O. Box 28000, Station Main
Edmonton, AB T5J 4R4
www.studentaid.alberta.ca
1-855-606-2096
Fax: 780-422-4516

British Columbia

Student Aid BC
Ministry of Advanced Education
P.O. Box 9173, Stn Prov. Govt.
Victoria, BC V8W 9H7
www.studentaidbc.ca
250-387-6100
1-800-561-1818
Fax: 1-888-262-2112

Manitoba

Manitoba Student Aid
Advanced Education and Literacy
401-1181 Portage Ave.
Winnipeg, MB R3G 0T3
204-945-6321
1-800-204-1685
TTY: 204-945-3421
Fax: 204-948-3421
www.manitobastudentaid.ca

New Brunswick

Student Financial Services
Dept. of Post-secondary Education, Training and Labour
P.O. Box 6000, 77 Westmoreland Street
Fredericton, NB E3B 6Z3
www.studentaid.gnb.ca
506-453-2577 or 1-800-667-5626
Fax: 506-444-4333

Newfoundland

Student Financial Services Division Department of Education
P.O. Box 8700
St. John's, NF A1B 4J6
709-729-5849
1-888-657-0800
Fax: 709-729-2298
www.aes.gov.nl.ca/studentaid

Northwest Territories

Government of NWT
Department of Education, Culture and Employment

Student Financial Assistance
P.O. Box 1320
Yellowknife, NT X1A 2L9
www.nwtsfa.gov.nt.ca
1-867-873-7190 or 1-800-661-0793
Fax: 867-873-0336 or 1-800-661-0893

Nova Scotia

Student Assistance Office, Department of Education
2021 Brunswick Street, P.O. Box 2290, Halifax Central
Halifax, NS B3J 3C8
<http://studentloans.ednet.ns.ca>
902-424-8420 or 1-800-565-8420 (within NS)
Fax: 902-424-0540

Nunavut

Financial Assistance for Nunavut Students
Department of Education
P.O. Box 390
Arviat, NU X0C 0E0
1-877-860-0680
Fax: 1-877-860-0167
www.edu.gov.nu.ca

Ontario

Ontario Student Assistance Program
Student Support Branch
Ministry of Training, Colleges and Universities
P.O. Box 4500
Thunder Bay, ON P7B 6G9
<http://osap.gov.on.ca>
1-807-343-7260
1-800-465-3958 (TDD/TTY)
Fax: 807-343-7278

Prince Edward Island

Student Financial Services
Dept. of Innovation and Advanced Learning
P.O. Box 2000, 90 University Avenue, Suite 212
Charlottetown, PE C1A 7N8
902-368-4640
Fax: 902-368-6144

www.studentloan.pe.ca/

Quebec

Ministere de l'Education Superieur, de la Recherche, Science et Technologie
Aide Financiere aux Etudes
1035, rue De La Chevrotiere,
Quebec, QC G1R 5A5

*Please note that the province of Quebec does not recognize CCNM students as eligible for government loans.

418-646-3750 (outside Quebec)
1-877-643-3750
www.afe.gouv.qc.ca

Saskatchewan

Student Financial Assistance Branch
Saskatchewan Education, Employment and Immigration
200-3303 Hillside Street
Regina, SK S4S 6P4
www.student-loans.sk.ca
306-787-5620 or 1-800-597-8278
Fax: 306-787-1608

Yukon Territory

Students Financial Assistance Advanced Education Branch
Department of Education, Government of Yukon
P.O. Box 2703
Whitehorse, YT Y1A 2C6
www.education.gov.yk.ca
867-667-5929
1-800-661-0408
Fax: 867-667-8555

Information on Canada Student Loans

The Learning and Literacy Directorate
Human Resources Development Canada
P.O. Box 2090, Station "D"
Ottawa, ON K1P 6C6
1-800-733-3765 (toll-free French)
1-819-994-184

Bank Loans

Loans and professional/student lines of credit are available to CCNM students at many financial institutions. Please contact your bank for more information. If the bank requires a confirmation of acceptance and/or enrolment, please contact Student Services.

Canadian Imperial Bank of Commerce (CIBC)

Students enrolled in the ND program at CCNM can apply for the CIBC Professional Edge Line of Credit. [More information](#) is available.

Scotiabank

Scotiabank offers the Scotia Professional Student Plan to naturopathic students. [More information](#) is available.

Note: Other banks may offer loans and/or lines of credit to CCNM students. We recommend that you contact your institution of choice to confirm details. Banks may change their loan policies at any time.

US Federal Student Aid

CCNM students may be eligible for US based financial assistance such as Direct Stafford Loans and Direct Grad PLUS Loans.

It is recommended that US students begin the application process no later than July 15 to ensure funding is available to them by September 1 (for fall semester) or October 15 to ensure funding is available to them by January 1 (for winter semester). Only one application is required per academic year. Funding will be awarded in two or three installments for students starting in September. Students must re-apply each academic year.

Application Process

1. Complete a free application for Federal Student Aid (FAFSA). Please choose Canadian College of Naturopathic Medicine (032733 00/G3273300) as one of your school choices to have your SAR available to the school online. Please be reminded that CCNM is considered a foreign school and you must choose "foreign country" under "state."
2. Sign your Master Promissory Note
3. Complete Entrance Counselling (ONLY if this is your first time using federal student loans while a student at CCNM, if you are a returning student and have already completed this in past year(s), please skip).
4. If you wish to apply for a Federal Grad PLUS loan, you can complete the additional MPN. Please note: PELL Grants are not available for students studying at CCNM (foreign schools are not eligible).
5. The Student Services Department will complete the online confirmation and will notify you when your loan has been processed and approved.
6. All Direct Loan money will come directly to CCNM.
 - Photocopies of your/your spouse's Income Tax Returns (IRS Forms 1040, 1040A, or 1040EZ) may be required later. The information will be used to verify the income figures entered on your FAFSA. You will be informed if any of these are required.

- Spousal income tax returns are required if the applicant is married, or in a common-law relationship according to the students original state of residence.
- Complete and submit the Program Information Sheet to CCNM, as well as the Cost of Attending form.
- Married students must submit a detailed budget for you and your family for the study period.

Direct Stafford Loans

As of 2012-2013, students on U. S. Loans are only eligible for Unsubsidized Stafford loans. An Unsubsidized Stafford loan is a federally insured student loan that is not needs-based. The maximum annual loan amount is \$20,500 US. Interest accrues on this loan while you are attending school.

Direct Grad PLUS

To be eligible for the Grad PLUS loan, you cannot have an adverse credit history. Students can borrow up to the cost of attendance, minus other estimated financial assistance in the FFEL program (e.g., Stafford loan). There is a fixed interest rate of 7.9 per cent. Unless the student submits an In-School Deferment form or the lender activates an automatic deferment, the student will be required to begin making payments 60 days after the loan is disbursed in full. The standard repayment term is 10 years; however, it may be extended up to 25 years depending on the amount borrowed.

Entrance and Exit Counselling for Direct Loans

Students with Federal Student Loans (Direct Loan) must complete these online counselling tools as a requirement of using Direct Loans.

Entrance Counselling

Students who are using a Direct Loan for the first time (those have not previously used Federal Student Loans at CCNM) must complete entrance counselling before loans will be certified by CCNM. Students only need to complete this counselling once during their studies at CCNM. Please see instructions above to find entrance counselling online.

Exit Counselling

Students who are graduating or withdrawing and who have received US Federal Student Loans while at the CCNM must complete exit counselling. CCNM student services will email a link to all graduating/withdrawing students at the end of the academic year.

Please contact Student Services at info@ccnm.edu for more information.

Sallie Mae Signature Student Loans

Signature loans are available for students who are either U.S. citizens/residents or have a co-borrower who is a U.S. citizen/resident. Students may qualify for up to \$25,000 US per school term. Please contact a student services officer for additional information.

Emergency Student Loan Program (ESLP)

The CCNM Emergency Student Loan Program is an interest-free loan available to full-time and part-time (minimum 60 per cent course load) students who are experiencing delays or shortfalls in funding and are having difficulties meeting essential living expenses. Living expenses normally include items such as rent, utilities and food.

Terms and Conditions:

- The ESLP cannot be used to pay debts to the College (i.e., tuition fees, parking fees, library fines, residence rent, etc.)
- Eligible applicants may borrow up to \$500 for living expenses or up to \$1,000 for special circumstances. Loans will not exceed \$1,000 per eligible student per year.

To be eligible, the student must:

- complete the ESLP application form in full (obtain from Student Services)
- demonstrate financial need
- have completed a minimum of one term in the ND program
- be in satisfactory academic standing
- have no outstanding debts to CCNM
- have exhausted all available sources of funding

Repayment of the principal loan amount (zero per cent interest) must be paid back to CCNM no later than two years following graduation.

Scholarships, Bursaries and Awards

CCNM offers a number of scholarships, bursaries and awards through the generosity of donors. For more information on the various bursaries and awards available, look under Financial Assistance in either the Prospective Students or Current Students sections of the CCNM website, or contact Student Services at 416-498-1255 ext. 245 or by e-mail at info@ccnm.edu. Announcements will be made via Moodle in advance of bursary application deadlines.

First Nations Award

CCNM and Baagwating Community Association jointly sponsor a bursary for students who are Canadian status Indian, Inuit or member of a recognized First Nations band, including Métis. \$10,000 per year for four consecutive years if one student is awarded the scholarship or \$5,000 per year for four consecutive years if two students are awarded the scholarship.

Entrance Bursaries

A number of \$1,000 entrance bursaries are available to new students. Candidates must be registered as a new student with a minimum 60 per cent course load in year one of the Bachelor of Naturopathy program; must demonstrate financial need by qualifying for government financial aid and must submit one paragraph outlining why they feel they are a good candidate for an entrance bursary and how this bursary will assist them. Winners from the January class will be notified in December. The funds will be applied directly towards the student account. The number of awards available is dependent on the amount of money collected from donors.

Bursaries for Returning Students

A number of \$1,000 bursaries are available to returning students (Years 2 - 4). Eligible applicants must be registered as full-time students (minimum 60 per cent course load) in year two, three or four

for the 2012/2013 academic year, demonstrate financial need by qualifying for government student loans and have a cumulative GPA of 3.0 or better. The number of awards available is dependent on the amount of money collected from donors.

Convocation Awards

Members of the graduating class who have excelled in the ND program and who have exhibited exceptional school spirit and a passion for the profession may be nominated for several convocation awards.

Governors' Award of Excellence - Sponsored by CCNM

\$1,000 awarded to the graduating student who has demonstrated outstanding academic performance in the Bachelor of Naturopathy program.

Humanitarian Award - Sponsored by CCNM

\$1,000 awarded to the graduating student who has best exemplified dedication to the betterment and service of humanity, as demonstrated through words and deeds that reflect the principles of naturopathic medicine and that produce meaningful change in the lives of others.

Leadership Award - Sponsored by CCNM

\$1,000 awarded to the graduating student who has best exemplified outstanding leadership within the CCNM community.

NSA Community Spirit Award - Sponsored by the NSA

\$1,000 awarded to the graduate who has best exemplified the spirit of giving through charitable work within the CCNM community or the community at large as a representative of the College.

NSA Naturopathic Honour Award - Sponsored by the NSA

\$1,000 awarded to the graduate who exhibits outstanding leadership, volunteer service, contribution and/or special achievement in programming extra-curricular activities.

Key Performance Indicators

In accordance with the Ontario Ministry of Training, Colleges and Universities' Performance Guidelines, CCNM publishes performance indicators for students on employment rates, graduation rates and student loan default rates.

Note: The Ministry of Training, Colleges and Universities did not conduct surveys to determine employment rates or graduation rates for the 2006-2012 graduating classes. The graduation rates shown for 2006-2012 are based on our own calculations.

Employment rates

CCNM graduates participate in the NPLEX (Naturopathic Physicians Licensing Examinations) in August of their graduation year and are not eligible for licensure until September. Please note that the employment rate is calculated in November, which is only two months after students gain licensure.

Graduate Class	Employment Rate
2005	81%
2004	72%
2003	76%
2002	87%
2001	81%
2000	83%
1999	85%

Graduation Rates

Graduate Class	Graduation Rate
2013	73%
2012	84%
2011	89%
2010	84%
2009	87%
2008	91%
2007	86%

Default Rates

The default rate reflects the repayment status of CCNM students who were issued Ontario student loans in the academic years prior to graduation.

Graduate Class	Number of Loans Issued	Loans in default	Default Rate
2013	84 (in '10-'11)	0	0%
2012	92 (in '09-'10)	1	1.1%
2011	60 (in '08-'09)	0	0%
2010	46 (in '07-'08)	2	4.3%
2009	49 (in '06-'07)	0	0%
2008	70 (in '05-'06)	0	0%
2007	52 (in '04-'05)	0	0%

Withdrawal

Students who withdraw from CCNM for any reason must give written notice to the Student Services Department. The letter must be dated and signed by the student. If no letter is received, the last date of attendance will be the effective date of withdrawal and will be the date used to close out the student's account. Any tuition refunds or remaining financial obligations to the College will be assessed based on the last date of attendance. Failure to attend for 10 consecutive scheduled class days without notice will be deemed to constitute a withdrawal from the College.

If a student is entitled to and has made a demand in writing for a tuition fee refund and CCNM has not paid the amount of the refund within 30 days of the demand, or arranged for the Trustee to pay the amount of the refund within that period, the student may apply to the Trustee to have the refund directly paid to him/her out of the unearned tuition fees held in trust for that student [*Post-secondary Education Choice and Excellence Act, 2000 O. Reg. 279/02, s.10 (9)*]. The student will be required to present a final copy of the Registration Agreement in the event he/she makes a claim against the security.

If a student does not return within one year from the time of withdrawal, a new application for admission must be submitted.

Voluntary Withdrawals

To begin the process of voluntary withdrawal, either from the full ND program or from a specific course or courses, students should inform the Registrar, in writing, of their intent to withdraw.

Withdrawal from the ND Program

A student who chooses to cease his or her course of studies in the ND program at CCNM should advise the Registrar of this intent by letter. The letter must be dated and signed by the student. If no letter is received, the last date of attendance will be the effective date of withdrawal and will be the date used to close out the student's account.

Refund Calculation for Withdrawal from the ND Program

Upon providing written notice of their decision to withdraw, the student's refund will be assessed based on the time spent in the program. Once the program has commenced, if the student withdraws, the amount of tuition owing (earned tuition) will be prorated and calculated on a course-by-course basis using the following formula:

$$\begin{aligned} & \text{(Number of Weeks Attended / Total Number of Course Weeks) x Course Tuition} \\ & = \text{Earned Tuition (Tuition Owing)} \end{aligned}$$

Once the time spent in a course reaches two-thirds of the total course hours, no refund will be issued.

An administrative charge of \$500 is assessed on withdrawals. The \$500 administrative charge will be credited to the student's account should that student return to the ND program within one year.

Deferral, Discontinuation or Cancellation of Program

In the event of deferral, cancellation or discontinuation of the program, the College will refund to applicants unearned tuition. At his/her option, an applicant may choose to defer his/her application to a subsequent program start in which case the funds will be credited towards that program start.

Withdrawal from a Course(s)

A student who chooses to withdraw from a specific course or courses must advise the Registrar in writing, who will adjust their registration to reflect the course load reduction. The date of the request for the reduction in course load will be used to calculate the amount of the refund (if any).

Refund Calculation for Withdrawal from a Course(s)

Once a student has reduced their course load, the refund (if any) for a specific course will be calculated by the Registrar as follows:

$$\text{(Number of Weeks Attended / Total Number of Course Weeks)} \times \text{Course Tuition} \\ = \text{Earned Tuition (Tuition Owing)}$$

Once the time spent in the course reaches two-thirds of the total course hours, no refund will be forthcoming.

If the course has not yet started, no tuition charges will be incurred.

Readmission

Students who withdraw from CCNM are permitted to resume study within a maximum of one year from the date of withdrawal.

Students dismissed for academic reasons must reapply. As part of their re-application they will be required to demonstrate that they have upgraded their skills by means of successful performance in an academic setting or by satisfying the College that any previous barriers to successful academic performance have been addressed and eliminated.

Academic Policies

CCNM believes that student attendance leads to optimum academic achievement. With respect to practicals and clinic shifts, attendance is imperative.

Attendance Policy

Students are expected to attend all classes. In courses that have laboratories, practicals, small group sessions and clinical components, attendance is essential.

Attendance requirements for specific courses are set out in the course outline. For those courses with a practical component, the course outline will stipulate the number of permitted class absences. Students who exceed this number will fail the course. Teaching Assistants, in consultation with the course instructor, have the authority to determine whether a student's lateness should be considered an absence. If a student fails to attend for 10 consecutive scheduled days without valid documentation they will be deemed to have withdrawn. The last date of attendance will be used as their date of withdrawal.

Procedure

If a student misses a practical session, they are required to complete a missed practical form and submit it to the course instructor. The instructor will determine whether the missed learning outcomes can be achieved by means of an alternate educational method (for example self-study or watching a video) and will inform the student by indicating this on the form. If the instructor

determines that the missed practical must be made, they will indicate it on the form and the student will submit it to Student Services along with payment of any applicable fee.

Vacation

Students taking courses in Years I, II and III must restrict their vacations to the periods set out in the CCNM Calendar as official breaks. Year IV students should apply to the Clinic Operations Team at least one month before their intended vacation in order to receive approval to ensure that the intended vacation does not interfere with internship requirements or the need of CCNM to provide ongoing clinical services.

Examinations

1. Any student who is unable to write an examination at the scheduled time due to illness or other exceptional circumstances outside of their control, must submit a Rescheduled Examination Application form and supporting documentation to Student Services no later than three working days after the missed examination.
2. In cases where a student misses an evaluation due to medical circumstances, the supporting documentation must be filled out using the Medical Certificate Application form located in the Student Resources section of Moodle.
3. The examination schedules are provided before the beginning of classes. (This does not include the resit and supplemental exam schedules.) All students are expected to write examinations at the scheduled times.
4. Travel arrangements outside of reasons listed in section E(1) are not grounds for academic accommodation and subsequent rescheduling of evaluations. Missed evaluations due to travel are treated as unapproved absences and will result in a grade of zero for the evaluation.
5. As outlined in the [Policy on Rescheduled Examinations](#), students are permitted to attempt a maximum of three (3) sittings for midterm and final exams (there are only a maximum of two (2) sittings for a supplemental exam).*
6. Rescheduled examinations will occur within 3 weeks of the date of the missed examination.
7. Rescheduled exams will test similar competencies to the original examination, but may utilize different testing methods (e.g., multiple choice and short answer).
8. Rescheduling of evaluations is subject to administrative fees as outlined in the Academic Calendar.

***Note:** Due to the nature of the OSCE II and III examinations they will each only be scheduled once per academic year. Each examination will include the originally scheduled day(s) and one additional make-up day scheduled within the next four weeks.

Examination Procedures

9. Students should arrive at the College and ready to check in 30 minutes before the start of an examination.
10. Admittance to examination rooms occurs 15 minutes prior to examination start time. Prompt arrival ensures that students have time to check-in, be seated and hear instructions before the testing period begins.
11. All examinations will start on time unless advance notice is provided by the OAA. Students who arrive 10 minutes after the start time will not be permitted to write the exam.

12. All students must remain seated for the first 30 minutes of the examination or until all attendance has been taken and each student has had an opportunity to sign in, whichever is longer. Students cannot leave a testing session during the last 10 minutes to avoid disrupting those who are still writing.
13. Once you have checked in and are seated you are not allowed to leave the examination room without the permission of the proctor. Therefore, please use the restroom before you check in for an examination. If you need to use the restroom during an examination session, please raise your hand and a proctor will direct you further. Washroom breaks will be taken one student at a time and a proctor of the same gender must accompany the student. Please note that students are not given extra time to make up for time lost due to restroom breaks taken during the exam period.
14. The examination booklet and the computer answer sheets must be kept in front of the examinee at all times. No examination answer booklet, or other material issued for the examination, may be removed from the examination room by any student.
15. If a student believes that an exam question is poorly written, has double right answers or is vague, the student may write his/her comments on the back of the Scantron sheet for multiple choice questions, and/or the first answer sheet for written questions.
16. The following items are permitted at testing stations: student card, pen, pencil, (HB), eraser and water in a closed non-breakable container. If you need to eat, take medications/tinctures, etc., or to have access to medical supplies during the testing period, you must leave these items with a proctor at the time you check in for an examination. The items must be clearly labeled with your first and last name before you leave them with a proctor.
17. The following items are prohibited from all testing stations and are to be placed neatly in the designated areas of the examination room prior to seating:
 - a). Electronic devices, including cell phones, pagers, PDAs, laptop computers, calculators, digital watches, recording or filming devices, digital or analog music players, etc.
 - b). Backpacks, handbags, briefcases, wallets
 - c). Books, notes, study materials, scratch paper
 - d). Coats, jackets, gloves, hats, caps, hoods, scarves (with the exception of religious head coverings)
 - e). Sunglasses, visors, eyeglass cases
 - f). Items which in the opinion of the proctor may be used to provide an unfair advantage to a student
18. Irregular behaviour exhibited by a student will be reported by the exam proctor to the OAA and will result in an academic misconduct investigation. For more information please refer to the section on Student Conduct. Irregular behaviour is described as:
 - a). Copying or allowing answers to be copied while taking the examination
 - b). Talking to other examinees once the testing period has begun
 - c). Accessing written or electronic information while taking the examination
 - d). Reproducing exam content (e.g., taking notes about or digital pictures of exam items)
 - e). Failing to adhere to a proctor's instructions or requests
 - f). Failing to close the exam booklet and cease marking the answer sheet when time is called
 - g). Taking any exam materials from the testing room at any time during or after the testing period
 - h). Behaviour which in the opinion of the proctor provides an unfair advantage to a student

19. On suspicion of irregular behaviour the proctor will take immediate action, which may include moving the student to an alternate test location, terminating the exam, confiscating suspicious devices/materials and removal of the student from the exam room. The proctor is required to file an incident report with the OAA.

G. Examination Dates

The dates of final exams are:

Fall session

Midterm	Oct. 14 – 17, 2014
Final	Dec. 8 – 19, 2014

Winter session

Midterm (January start)	Feb. 17 – 20, 2015
Midterm	Feb. 23 – 27, 2015
Final (January start)	Apr. 13 – 24, 2015
Final	Apr. 20– May 1, 2015

Summer session

Midterm (IMG)	June 8 – 12, 2015
Midterm (January start)	June 15 – 19, 2015
Final (IMG)	Aug. 4 –14, 2015
Final	Aug. 10 – 21, 2015

Incomplete Grades Policy

The following policy applies to students who wish to apply for an incomplete (INC) grade in a course.

1. Students who have extenuating circumstance and are eligible to receive an incomplete grade need to submit an application form to the OAA within two weeks of the end of the exam period.
2. Under extenuating circumstances an INC can be placed on the official transcript. Students are expected to complete their course requirements as quickly as possible.
3. The INC will convert to an F after six weeks.

Note: this policy does not apply to CLE 404, 412 and 450.

Final Grade Notification

1. Following approval, all final grades will be posted electronically.
2. It is the responsibility of the student to stay informed of his/her final grades.
3. For transcript inquiries, refer to Student Transcripts.

Supplemental Examinations

1. Supplemental exam request are submitted to Student Services within three days of grade notification and will be scheduled by the OAA as required. Please note that they will be held no later than the last Friday in June (regular program) or the last Friday in September (January-start program). Supplemental exams will be scheduled to take place at least two weeks after final grade notices have been sent to students.

2. Students receiving a failing grade of not less than 50 per cent and who have completed the majority of coursework may be eligible to write a supplemental examination.
3. Students whose academic standing would remain in the dismissal range even with a successful supplemental exam are not eligible.
4. The supplemental schedule will be posted to Moodle, with the time, date and place of the supplemental examination. Students must attend at the designated time or the failing grade will stand.
5. There is a \$100 supplemental examination fee.
6. Supplemental examinations are comprehensive for the course and may include multiple choice, short answer, essay and/or oral questions. A student who receives a grade of 65 per cent will be deemed to have passed the supplemental exam. Supplemental examination grades greater than or equal to 65 per cent are indicated on transcripts of academic record as 65 per cent.
7. Failure of a supplemental examination will result in the student failing the course.
8. Offsite proctoring of supplemental exams may be arranged at accredited educational institutions. Please see the OAA for more details.

Examination Review

Step 1: Student will have a 30-60 minutes of class time, where professors will go over particularly challenging items and items of low reliability. The goal of this process is to ensure educational efficacy of key course competencies. This opportunity is available to all students in the class.

Step 2: By request CCNM students will have an opportunity to review their performance in an invigilated environment. For multiple choice examinations, students will have access to an itemized scantron report (contains exam key) and a master examination; for written examination students will have access to a copy of their examination to identify areas where they achieved competency and areas where they did not. Step 2 review is scheduled outside of class time (early evening), and is available free of charge. Please note that there is an administrative charge of \$10 per exam that will be charged to the student in situations where the student signs up and does not show up for an examination review session.

Step 3: After completing step 2 students will have the opportunity to sign up for group examination review with individual course instructors. The intended goal of this process is to allow for students to ask individual questions and ensure understanding of key course concepts in a group environment. Please note that there is an administrative charge of \$10 that will be charged in situations where a student signs up and does not show up for a step 3 examination review session.

If you have questions, please send an email to examreview@ccnm.edu, which will be responded by the Office of Academic Affairs.

Remediation

1. The purpose of remediation is to permit a student who fails one course in an academic year to avoid program delay when circumstances merit. Remediation is a program of intensive focused review of the course material, accompanied by appraisal, to raise a student's comprehension of the subject to an acceptable standard. An instructor or tutor may lead the remediation or a course of self-study may be assigned. Students may seek their own tutoring for the self-study.

The appraisal will be a comprehensive evaluation of the student's knowledge of the entire course material and may include multiple choice, short answer, and essay or oral questions.

2. The dean, in consultation with the associate dean and the course instructor, will determine if a student is eligible for remediation. A student must have obtained a final mark of at least 60 per cent on the supplemental examination to be eligible for remediation. Remediation will not be offered for practical courses or for first year courses. Students who are taking a course for the second time will not be eligible for remediation. There are no supplemental privileges in remediation courses.
3. Students will be required to pay the cost of the remediation course. The cost will be determined on an individual basis.

Academic Freedom

General Principles

CCNM acknowledges that the enrichment of the intellectual experience is dependent upon the existence of a free and open academic community. Conflict of ideas cannot occur unless there is the guaranteed opportunity for a variety of viewpoints to be expressed. Tolerance for the opinions of others is an inescapable condition of the meaningful pursuit of truth. CCNM recognizes its responsibility to provide opportunity for expression of diverse points of view as a means of guaranteeing academic freedom. As set out in the Policy Statement of the Canadian Association of University Teachers, "academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge."

Faculty

Faculty members are entitled to freedom in research and in the publication of results, subject to the review of the College's ethics review board and the adequate performance of their other academic duties. They are also entitled to freedom in lecturing or conducting demonstrations in their subject or field of competence. They are entitled, as any other member of the community in which they live, to establish membership in voluntary groups, to seek or hold public office, to express their opinions as individuals on public questions and to take lawful action in accordance with their views.

It is expected that faculty members will be cognizant of their responsibilities to their profession and to this institution. They must attempt to be accurate, to exercise sound judgment and respect the rights of others to express opinions. They have an obligation, when appropriate, to make clear that their actions, statements and memberships do not necessarily represent the views of the institution.

Students

Students are entitled to be taught within an environment in which the exploration of ideas is encouraged, and to have access to all information pertinent to their subjects of study. They have the right to intellectual disagreement with their instructors and associates and to question them without fear of recrimination or punishment. They are also entitled to seek publication of their views, to seek membership in voluntary groups, to seek or hold public office and to take lawful action in accordance with their views. Students also have the obligation, when appropriate, to make it clear that their

actions, their statements and their memberships do not necessarily represent the views of the institution.

Guest Speakers and Other Programs

A guest speaker or program may be presented under the sponsorship of any duly recognized student, faculty or administrative organization or any individual instructor. It is not necessary that the point of view presented be congenial to CCNM, members of the staff or student body individually, or to individual members of the wider community. Speakers must be accorded the courtesy of an uninterrupted presentation. Speakers must attempt to be accurate, to exercise sound judgment and respect the rights of others to express opinions. They must also accept as a condition of their appearance the right of their audience to challenge or question statements made in their address. The invitation or scheduling of such a program must represent the desire of the institutional sponsor and not the will of external individuals or organizations. The sponsor must take full responsibility and must make clear, when appropriate, that the points of view expressed in an address or program do not necessarily represent the position of the institution. No presentation may violate the laws of Ontario or Canada.

Intellectual Property

Research leading to new knowledge for the benefit of humanity and the dissemination of knowledge through teaching and service are fundamental objectives of CCNM. The College plays a leading role in the research of natural health products in Canada and in the development of naturopathic medical education. To achieve these objectives, CCNM encourages the creation of scholarly works and the development of useful materials and processes.

Such knowledge and technology has the potential to have commercial value and should be treated as a financial asset of CCNM to be used appropriately to generate a financial return. Creative and scholarly works and inventions that have commercial potential may be protected as “intellectual property,” a term that includes patents, copyrights, trademarks and other rights. In order to establish the respective rights of CCNM, its faculty, staff and students, the following policy has been created.

Objectives

- to generate new knowledge by encouraging research, scholarship and a spirit of intellectual inquiry and discovery
- to provide an administrative system to determine the commercial potential of intellectual property and assist in bringing these into public use
- to provide for the equitable division of rights to intellectual property among the College, the originator and, where applicable, the sponsor
- to provide incentives to originators in the form of personal development, professional recognition and financial compensation
- to safeguard intellectual property so that it may receive adequate legal protection against unauthorized use

Coverage and Definition

This policy applies to all intellectual property conceived, first reduced to practice, written or otherwise produced by faculty, staff or students of CCNM using College funds, facilities or other resources.

For the purpose of this policy, intellectual property is defined as the tangible or intangible results of research, development or any other intellectual activity including, but not limited to, the following:

- inventions and discoveries or other new developments capable of being patented
- written materials, sound recordings, videotapes, films, computer programs, computer assisted instruction materials and any other material capable of being copyrighted
- tangible research property such as biological materials, computer software, databases and analytical procedures, even if these may not be capable of being patented or copyrighted

General

This policy applies to all CCNM employees and students.

All rights to intellectual properties as defined in this policy shall be owned and controlled by CCNM, subject to the exceptions set out in this policy. When a College faculty member, staff member or student develops or originates an item of intellectual property which, under the terms of this policy is to be owned and controlled by the College, such individual may have an interest in and share in any income derived from the commercialization of such property depending on the circumstances surrounding the item's development.

Scholarly Activity

Traditional products of scholarly activity, which have customarily been considered to be the unrestricted property of the author or originator, are exempt from this policy, unless they are created as "works for hire." These traditional products include student projects/assignments, journal articles, reviews and textbooks.

Works for Hire

Intellectual property produced by CCNM faculty, staff or students who are employed for the purpose of producing works for instructional or administrative use are deemed to be "works for hire" and are therefore the College's property. These works include course materials such as syllabi and manuals as well as instructional items such as videotapes, telecourses, drawings, slides, models, computer programs, etc. Any revenue sharing arrangements may be made as part of an individual's employment contract. Nothing in this paragraph shall limit the rights of CCNM faculty and staff members to works produced or developed outside the scope of their employment and not involving the significant use of College facilities or other resources.

Rights to intellectual property resulting from sponsored projects shall be owned and controlled by CCNM subject to the terms of the sponsored project agreement.

Collaboration between CCNM faculty, staff or students and individuals not employed by, or associated with, the College may result in the development of intellectual property owned jointly by CCNM and other individuals or their employers. Accordingly, it is essential that individuals involved in

or contemplating collaborative activities that may result in the development of intellectual property advise the College of such activity.

All Other Work

The originator and CCNM shall share intellectual property ownership if developed by CCNM faculty, staff or students through an effort that makes significant use of College resources. In general, CCNM shall not construe the provision of office space, library resources or the use of office computers as significant use of College resources. Significant use of College resources shall include, but not be limited to, use of research funding, use of CCNM-paid time within the employment period, use of support staff, use of telecommunication services and the use of facilities other than the library or the individual's office.

Net income is defined as gross receipts received by CCNM from license activity minus the out-of-pocket costs incurred by CCNM in protecting and licensing the intellectual property. Unless otherwise provided for and agreed to in writing by CCNM and the originator, net income derived from the commercialization of intellectual property covered by this policy shall be shared as follows: 40 per cent to the originator, 60 per cent to CCNM.

Consulting

Any faculty or staff member engaged in consulting work is responsible for ensuring that any contractual arrangements they make are not in conflict with this policy and that CCNM's rights and the individual's obligations to this College are in no way abrogated or limited by the terms of such agreements.

Academic Policies

CCNM's academic policies are designed to help create a College environment that is learner-centred and focused on helping our students succeed in their academic and professional careers. As we are all members of the CCNM community, we have an obligation to ensure that our community conducts itself in a manner that is safe, honest and centred on our learning objectives. It is CCNM's goal to see our students succeed. If you are experiencing difficulties of an academic or personal nature, it is highly recommended that you contact Student Services or the Office of Academic Affairs as soon as possible so that assistance and support can be provided.

A. Program Duration

Students normally complete the curriculum over a four-year period. Students who do not intend to, or cannot complete the curriculum in four years should consult with the Registrar at their earliest opportunity.

A full-time student may complete the curriculum in up to six years with the approval of the dean. Students who begin the program on partial load may complete the curriculum in up to seven and one half years.

Academic sessions

The curriculum is comprised of four academic years. The 2014-2015 academic year is divided as follows:

	Session 1	Session 2	Session 3
September Start			
Year 1	Sept. 2 - Dec. 19/14	Jan. 5 – May 1/15	
Year 2	Sept. 2 - Dec. 19/14	Jan. 5 – May 1/15	
Year 3	Sept. 2 - Dec. 19/14	Jan. 5 – May 1/15	
Year 4 (2013-14)	May 12 – Aug.30/14	Sept. 2 - Dec. 23/14	Jan. 2 – May 2/15
January Start			
Year 1	Jan. 5 - Apr. 24/15	May 4 - Aug. 21/15	
IMG Start	Apr 27 - Aug. 14/15	Sept 8 – Dec 23/15	Jan 4 – Apr 29/16
New Year 4 *	May 12 – Aug. 30/14	Sept. 2 – Dec. 24/14	Jan. 5 – May 2/15

* Students completing Year 3 in 2015 will start their Year 4 schedule in May 2015.

Monitoring Committee

It is the role of the monitoring committee to identify, as early as possible, students who are facing significant academic challenges. This committee meets twice a term and is responsible for reviewing students' academic performance with the aim to provide the support they need to improve their academic standing. Students who are not being successful in the program will initially be offered additional support, but if they continue to exhibit low performance they will be dismissed from the program.

Academic Promotion and Standing

All students' grade point average (GPA) is calculated on a term by term basis, to determine their academic standing in the program. The cumulative GPA (CGPA) they attain will result in them being placed in one of the following three categories.

Good Standing

A CGPA of 2.7 or above maintains good academic standing and is the College's graduation requirement.

Academic Probation

1. If at the end of a term a student's CGPA is less than a 2.7, or for two consecutive terms his/her term GPA (TGPA) is less than 2.7, that student will be placed on academic probation. Academic probation reflects a warning that the student's current performance is below that required to continue in the program. The student must improve his/her academic achievement to avoid dismissal from the College.
2. If at the end of the probationary term the CGPA is raised to 2.7 or above, a student is returned to good academic standing; if at the end of the probationary term the CGPA is still below 2.7, but the TGPA is 2.7 or above, the student remains on probation for an additional term.
3. Students on academic probation are encouraged to discuss with the appropriate course instructor and associate dean the problems leading to poor academic performance. Student Services personnel may suggest additional options, such as peer tutoring.

4. In situations where academic probation applies, probation status is indicated on the student's transcript.

Academic Dismissal

1. The College will normally dismiss a student if his/her academic progress is unsatisfactory based on any of the following criteria:
 - The CGPA is below 2.3 after the first term of enrolment.
 - After a probationary term both the TGPA and CGPA are below 2.7.
 - A student fails a course twice.
2. A student may submit a written appeal of his/her academic dismissal to Academic Affairs. A student who is successful in his/her appeal receives a written contract outlining the conditions for reinstatement.
3. A dismissal for academic standing is recorded on a student's transcript.

Grade point average

1. Each course is assigned a unit value based on the nature of the instruction and the number of contact hours for the course. A weighted grade point average for each academic year will be calculated using the credit hours of each course as the weight. Transcripts of academic record will include a grade point average for each academic year and a cumulative grade point average.
2. Grades for courses that are measured on an "achieved competency" basis and with final grades of "W," "INC," or "EQV" will not be used in the calculation of grade point averages.
3. When a course is taken for a second time, both grades are recorded on the student's transcript. However, only the higher of the two grades is used in CGPA calculations.
4. Final grades for a course will normally be derived from a series of examinations, quizzes, tests or assignments. Final grades will be reported to the Registrar as a percentage grade. This percentage grade will be converted to an alpha grade and a grade point based on the following scale:

Per cent grade	Alpha grade	Grade point
90 to 100	A+	4.0
85 to 89	A	3.9
80 to 84	A-	3.7
77 to 79	B+	3.3
73 to 76	B	3.0
70 to 72	B-	2.7
67 to 69	C+	2.3
65 to 66	C	2.0
<65	F	0

Achieved Competency	AC
Pass	P
Fail	F
Incomplete	INC
Withdrawal	W
Advanced Standing	EQV

Honour Code

CCNM's Honour Code applies to all College constituents, including students, faculty and staff members.

As part of the College's commitment to academic excellence, the highest standards of ethical behaviour are expected from everyone associated with this institution. The foundation for proper conduct is established by the fundamental Principles of Naturopathic Medicine and the following core values:

Autonomy - Recognizing the dignity and intrinsic worth of individuals and their right to make personal choices.

Beneficence - Making the best interests of patients, society and the environment of paramount consideration.

Compassion - Being sensitive to individual and societal needs for comfort and health.

Competence - Striving to achieve and consistently demonstrate the highest levels of knowledge, judgment and ability.

Integrity - Incorporating core values as the basis for ethical practice and as the foundation for honourable conduct

Justice - Treating all individuals in a fair and equitable manner.

Professionalism - Being committed to the service of humanity.

Tolerance - Respecting the rights of individuals to hold and express disparate opinions and beliefs and recognizing that these differences may arise from personal, ethnic, religious or cultural values.

Veracity - Valuing truthfulness as the basis for trust in personal and professional relationships.

Student Code of Conduct

Standards of Student Conduct

Upon enrolment at CCNM, students are expected to clearly understand their rights and obligations with respect to the institution, fellow students, faculty and staff, the naturopathic profession, other professions and the public. A student must respect and uphold the core values of the organization and understand that behaviour that is consistent with these values will benefit all who participate in

the community. The standards of student conduct define the boundaries within which a rewarding and mutually supportive learning environment can be maintained.

A student must be prepared to abide by certain rules and regulations. In this regard, CCNM retains the right to ensure that the students will conduct themselves in a professional manner.

Any breach of conduct involving morality, ethics or legality, on or off campus, may be subject to disciplinary action. CCNM retains the right to initiate disciplinary action in a case where a student conducts him/herself in a manner unbecoming of a member of the educational institution. Students are obliged to adhere to and uphold the highest ethical standards. The Naturopathic Doctor's Oath is one expression of these standards. The College and the profession are seen in the eye of the general public through the actions and behaviour of their individual members. Thus, in all dealings in and outside of CCNM where students evoke the College's name or reputation, students are expected to conduct themselves according to these standards.

Students will therefore conduct themselves in a professional manner, both in behaviour and appearance. Students will give proper attention to dress and hygiene while on College property or while representing the College off campus. While in clinic, the dress code as stipulated in the clinic policies and procedures will be followed.

Students are expected to maintain a respectful and attentive presence in the classroom. Disruptive behaviour such as talking, cell phone use, distractive computer use or noisy children will not be tolerated, as this affects the learning environment for other students. Faculty is expected to ensure adherence to this standard.

Relationships between faculty and students should remain professional at all times. Students must refrain from forming inappropriate relationships with faculty and staff where a conflict of interest in their professional relationship can be reasonably determined.

Additional guidelines for professional conduct are stipulated in the Primary Intern Manual 2014-2015.

Dispute Resolution Policy

In an effort to resolve disputes equitably and expeditiously, CCNM has adopted a dispute resolution policy to enshrine the principles of natural justice into all College policies that involve disputes between College stakeholders. Individuals are entitled to know and understand the charges or complaints made against them, and in any matter involving a possible sanction, the individual should be provided with this information in writing. Individuals also have the right to be heard in response to charges or complaints made against them before disciplinary action is taken. The onus is on the College to demonstrate it has acted as expeditiously as reasonably possible in the circumstances. This policy applies to all students, staff, faculty and administration of CCNM. CCNM students, staff and faculty are required to abide by the College policies applicable to them. [View full policy.](#)

Academic Offences

Academic offences relate to the honesty and fairness of the teaching and learning relationship, especially with respect to evaluation. Thus, the essence of an academic offence by a student is the seeking of a credit by fraud or misrepresentation, rather than on the basis of merit.

It is the responsibility of the student to be aware of and to abide by all College academic and clinic policies and procedures.

To protect the integrity of the diplomas granted by this institution, CCNM has the power to recall and cancel any diploma granted to a graduate who, while a student, committed an academic offence that, if detected before the granting of the diploma, would have resulted in the diploma not being granted.

Every CCNM student has an obligation to participate in the enforcement of these regulations. Any student who fails to report the existence of a violation by another student may be found guilty of participating in the said violation.

Any student who is in violation of the regulations may be subject to disciplinary action and penalty.

Academic Misconduct

Academic misconduct at CCNM will be treated very seriously. The first incident of academic misconduct may result in failure in the class involved; a second incident may result in dismissal from the program.

Academic misconduct comprises but is not necessarily limited to the following:

- a) using unauthorized means to complete academic work
- b) plagiarism by submitting academic work that uses the ideas or words of another without proper attribution
- c) submitting for credit any work for which credit has been obtained or is being sought in another academic course at CCNM or elsewhere, without authorization from the faculty member to whom it is submitted
- d) any dishonest act committed to complete academic work

Non-academic Offences

1. Any breach of conduct involving morality, ethics or legality, on or off campus, may be subject to disciplinary action.
2. Students are expected to conduct their behaviour both in and outside of the classroom in a manner that is consistent with the CCNM Honour Code. Specifically, students will not:
 - a) demonstrate a lack of respect, courtesy or professionalism in any of their dealings with other students, faculty, patients or other member of society;
 - b) damage, destroy or steal College property, or

- c) fail to return borrowed College property on time and in good condition.

Offences against Persons

Students will not:

1. make comments or otherwise behave in a way that offends the *Ontario Human Rights Code* or the principles of the *Canadian Charter of Rights and Freedoms*;
2. engage in acts or threats of bodily harm, property damage or sexual assault, or
3. knowingly create a condition that unnecessarily endangers the health or safety of other persons.

Offences against Property

1. Students will not knowingly take, destroy or damage any physical property that is not her/his own.
2. Students will not enter into offices, rooms or other places to which they are not entitled.

Parties to Offences

1. A CCNM student is a party to an offence who:
 - a) actually commits it;
 - b) aids or assists another individual to commit an offence, or
 - c) counsels another individual to commit or be party to an offence.

Every party to an offence is liable to the sanctions applicable to that offence.

Sanctions

Sanctions will vary from case to case in accordance with the nature of the misconduct. A wide range of sanctions may be applied including warnings, loss of privileges, suspension, course failure and expulsion.

Discipline

Disciplinary Procedures for Academic Offences

1. Where an instructor has reasonable grounds to believe that an academic offence has been committed by a student, the instructor shall so inform the associate dean of the details of the suspected academic offence.
2. The associate dean, in conjunction with the dean, will investigate the matter in a fair and expeditious manner. The student will be advised in writing of the charge made against him or her and will be given the right to be heard before any sanction is applied. If the student admits guilt or if after completing the investigation the dean believes that an academic offence has been committed, the dean will impose disciplinary sanction consistent with College policy and advise the student in writing.
3. Serious academic sanctions will become part of the student's permanent academic transcript.

Disciplinary Procedures for Non-academic Offences

1. Students who are suspected of committing acts of non-academic misconduct are subject to disciplinary action by the College. Student misconduct that occurs in the CCNM residence will usually be investigated and, if appropriate, subject to sanction by the executive director of

student services. However, misconduct by a CCNM student in the CCNM residence that raises concerns as to that student's suitability to become a naturopathic doctor may be subject to additional sanction.

2. Non-academic offences committed in locales other than the CCNM residence will be investigated by the College legal counsel.
3. The student will be advised in writing of the charge made against him or her and will be given the opportunity to be heard before any sanction is applied. If the College legal counsel determines that the student is guilty of a non-academic offence, the dean, in consultation with the College legal counsel, will impose a sanction and advise the student in writing.

If the student is dissatisfied with the finding of guilt or with the sanction, the student may request that the matter be referred to the Appeals Committee. The Appeals Committee will review the case and determine whether or not the sanction is deemed appropriate.

The College may withhold the granting of a diploma, either as part of the disciplinary sanction or pending the resolution of the investigation. A student may be permitted to use CCNM facilities while a decision is pending, unless the dean determines that it would be a threat to the safety or security of others or a disruption of the learning environment if the student were permitted to remain on campus. In such instances, the student's access to CCNM facilities may be restricted.

The dean may cause a notation to be recorded on the student's academic record and transcript, until the final disposition of the matter, to indicate that a student's standing in a course or academic status is under review. A student upon whom a sanction has been imposed shall not be allowed to withdraw from a course so as to avoid the sanction imposed.

Serious academic sanctions will become part of the student's permanent transcript.

Clinic offences will be dealt with pursuant to the process set out in the Primary Intern Manual 2014-2015.

Appeals

The Appeals Committee is constituted to hear academic and disciplinary appeals. The Committee is comprised of one faculty member appointed by the chair of faculty council, one CCNM student (not in the same year as the appellant) appointed by the president of the NSU and a chair who is appointed by the president. Only individuals who have been trained in the policies and procedures associated with the Appeals Committee are eligible to serve on the committee.

Any student who believes that a final course grade has been arrived at incorrectly or a sanction is inappropriate must first consult with the appropriate associate dean or 1st or 2nd year coordinator.

- If the matter cannot be resolved to the student's satisfaction with the associate dean or 1st and 2nd year coordinator, the student must consult with the dean.
- In the event that the matter is not resolved to the student's satisfaction, the student may appeal to the Appeals Committee.

- A student who believes that they have received an inappropriate sanction may appeal directly to the Appeals Committee.
- The student must notify the registrar in writing of his/her intention to do so within 10 working days after receiving written (or electronic) notification of the final course grade or sanction to be appealed, clearly setting out the grounds for the appeal.
- The appeal must clearly set out the specific facts and assertions on which the appeal is based. Claiming that the decision will cause the student to suffer career disruption, emotional upset or program delay is **not** a valid ground for appeal.
- Upon receipt of the notice of appeal from the student, the registrar will review it to determine whether the grounds for appeal comply with the requirements stipulated in these procedures. If the registrar finds that the grounds for appeal do not comply, the registrar shall advise the student within two working days and permit the student to either revise or withdraw the notice of appeal. If the appeal is in order, the registrar will advise the student of the date, time and place of the hearing within three working days. The hearing will be scheduled as expeditiously as possible and should occur within ten working days of the registrar's receipt of the notice of appeal.

Procedure for Hearings of the Appeals Committee

- At the hearing, the student is entitled to be represented by legal counsel at his or her own expense. In the event the student elects to have legal counsel they must inform the College at least two days in advance of the hearing; CCONM may or may not choose to be represented by legal counsel. At least two working days prior to the hearing, each party must identify who will represent them, the witnesses they will call, and the material they will provide in evidence. Note: Failure to provide notice of issues before hand will normally cause those issues to be excluded from the hearing.
- Copies of the student's notice of appeal, as well as the supporting documentation from each party will be made available to each party at Student Services at least a day and a half prior to the hearing.
- At the beginning of the hearing, the chair will advise the parties that the committee members have read the appeal and the supporting documentation and summarize the rules of the hearing. The student or the student's representative will then be permitted to present evidence, examine witnesses and introduce arguments in support of the appeal. The College's representative may cross-examine any of the student's witnesses. The College representative will then be permitted to present evidence, examine witnesses and introduce arguments in opposition to appeal. The student or the student's representative is entitled to cross-examine any witness called by the College. The members of the Appeals Committee may question all parties or witnesses. The student or student's representative and the College's representative may make closing statements.
- Admission of any person to the hearing shall be at the discretion of the chair of the Appeals Committee.
- All procedural questions are subject to the final decision of the chair of the Appeals Committee.
- At the conclusion of the hearing, the Committee will proceed to consider the matter and determine its decision on the appeal, during which time all persons other than the members of the committee are excluded and shall withdraw.
- The decision will be determined by a majority vote. A formal written decision with reasons will be drafted. The Committee may only determine whether or not the grade or sanction is appropriate.

- Following the decision of the committee, the registrar will immediately notify the student of the decision.
- The decision of the committee is final
- Proceedings of the committee are confidential and no individual who is not a committee member, committee secretary, a party to the proceedings or witness may be in attendance during the hearing, unless specifically permitted by the chair.

Bachelor of Naturopathy Program Objectives

Through excellence in health education, clinical services and research that integrate mind, body and spirit, CCNM's Bachelor of Naturopathy program develops primary-care doctors accomplished in the art and practice of naturopathic medicine.

Graduates of the program will be able to:

1. Integrate naturopathic philosophy and principles with medical knowledge in the care of patients.
2. Educate patients and the public in health promotion and disease prevention.
3. Manage the underlying spiritual, social, mental and physical causes of disease.
4. Practice in a manner that exemplifies professionalism, strong ethics and a commitment to the principles of naturopathic medicine.
5. Communicate effectively with patients.
6. Appraise and apply research in treating patients.
7. Integrate biomedical with clinical science knowledge in the assessment, diagnosis and management of patients.
8. Utilize naturopathic therapeutics in the individualized care of patients including but not limited to:
 - Asian Medicine
 - Botanical Medicine
 - Clinical Nutrition
 - Counselling and Health Psychology
 - Homeopathic Medicine
 - Lifestyle Modification
 - Nature Cure
 - Pharmaceuticals
 - Physical Medicine
9. Identify the need for urgent and emergent health care and direct appropriate resolution.
10. Establish and manage a naturopathic practice.
11. Manage chronic disease.
12. Demonstrate leadership in health advocacy and environmental stewardship.
13. Collaborate effectively and work in partnership with other health-care practitioners.
14. Demonstrate commitment to the advancement of the naturopathic profession.

CCNM's four-year accredited professional program in naturopathy provides more than **3,000 hours of classroom training and 1,200 hours of clinical experience.**

Bachelor of Naturopathy

Naturopathic medicine is a primary health-care profession that focuses on the promotion of health, assessment of the physical and mental condition of an individual, and the diagnosis, prevention and treatment of diseases, disorders and dysfunctions. It does this through the integrated use of therapies and substances that promote the individual's inherent self-healing mechanisms.

The principles underlying the practice of naturopathic medicine include:

- Utilization of therapies that minimize the risk of harm and are the least invasive, in order to restore health. (First, do no harm.)
- Recognition and support of the inherent self-healing ability of the individual. (The healing power of nature.)
- Identification and treatment of the underlying cause of disease. (Treat the cause.)
- The primary role of the naturopathic doctor is to educate and support patients in taking responsibility for their health. (Doctor as teacher.)
- Treatment of the whole person through individualized care.
- Prevention of disease through encouraging a healthy lifestyle and controlling risk factors.

The ND program is broadly composed of three main areas of study: the biomedical sciences, the clinical sciences and the art and practice of naturopathic medicine.

Biomedical Sciences

The biomedical sciences segment of the curriculum provides an in-depth study of the human body through lectures and labs. Students take courses in anatomy (including gross anatomy, prosection, neuroanatomy, embryology and histology), physiology, biochemistry, immunology, clinical pathology, environmental and public health (including infectious diseases), pharmacology and pharmacognosy.

Clinical Sciences

The clinical sciences segment of the curriculum thoroughly prepares students to educate patients and the public in health promotion and disease prevention. It also prepares them to identify and diagnose a range of primary care conditions and to effectively help patients manage their conditions utilizing an array of therapeutics. Laboratory and clinical demonstrations are employed to foster the development of practical skills.

Diagnostics courses include physical and clinical diagnosis, integrated clinical pathology and differential diagnosis, and diagnostic imaging. Focused health care issues are covered in courses such as maternal and newborn care to pediatrics. Primary care management is covered in the study of botanical medicine, homeopathy, emergency medicine, nutrition, physical medicine (including naturopathic, osseous and soft tissue manipulative therapy, physiotherapy, sports medicine, therapeutic exercise and hydrotherapy), psychological counselling, nature cure, acupuncture and Asian medicine and minor surgery.

Art and Practice of Naturopathic Medicine

A defining element of naturopathic medicine is the integration of naturopathic philosophy and principles with medical knowledge in the care of patients. In the program, students are exposed to

the practical application of this knowledge and are encouraged to develop an appreciation of both the art and practice of naturopathic medicine. In addition, students will develop the skills to practice in a manner that exemplifies professionalism, strong ethics and a commitment to the principles of naturopathic medicine.

Naturopathic Therapeutics – An Overview

There are six major modalities that help to define naturopathic practice. Each is a distinct area of practice and includes diagnostic principles and practices as well as therapeutic skills and techniques. The integration of these modalities to effectively meet the individual health needs of each patient is one of the major outcomes of CCNM's ND program. Below is an overview of the major modalities covered in the program.

Asian medicine/acupuncture

Students learn about the philosophy and principles of Asian medicine: Yin and Yang theory, the meridians and channels system, the five-element theory and the symptoms and signs involving the 12 master meridians. Applying these principles in the context of patient assessment and treatment is emphasized, with acupuncture and therapeutic botanicals being the main approaches.

Botanical medicine

The pharmacognosy, clinical indications, interactions and toxicology of plants and crude plant extracts are examined. Traditional and historical uses of botanical medicines are analyzed as a foundation for modern usage and current research. Field trips for identification of local botanicals are part of the program, along with an exploration of herbs in light of their ecological significance and contribution to the history and evolution of medicine.

Clinical nutrition

The clinical nutrition stream provides students with current knowledge and research in clinical nutrition, and its application in the prevention and treatment of disease processes. Macro and micro nutrients and their interacting biochemical roles in human metabolism are investigated; the concept of biochemical individuality is highlighted. Etiological considerations and clinical manifestations of nutritional imbalances and food sensitivities are appraised. Diagnostic evaluation of nutritional status is presented while prescriptive therapeutic strategies such as fasting, detoxification, specific diets, supplementation, orthomolecular therapy, use of food extracts, glandular concentrates and digestive aids are critically reviewed.

Homeopathic medicine

The history, principles and philosophy of homeopathy are discussed in depth. Practical application of homeopathic principles in patient assessment and management is emphasized for acute and constitutional cases. Skills are developed in case analysis, repertorization, *materia medica* search, remedy differentiation and selection and prescribing the appropriate posology.

Physical medicine

Students are taught a variety of assessment techniques ranging from orthopedic tests to naturopathic manipulation. Students learn to manipulate the osseous and soft tissues in order to correct structural and/or postural imbalance or pathology, including active and passive manipulation of spinal, costovertebral, costosternal and limb articulations. The prescription of restorative and/or

preventive exercise for patients requiring these measures is also taught. The therapeutic application and effects of physical modalities such as hydrotherapy, physiotherapeutic machines and naturopathic manipulation are discussed and practiced. Internal and topical therapeutic uses of water are examined, including immersion baths, douching, thermal body wraps, fomentations, and constitutional hydrotherapy.

Health psychology and lifestyle counselling

Courses in health psychology review current psychological theories and help students acquire practical counselling skills. These courses discuss the importance of the mind-body connection and teach approaches to enhance this connection in patient care. Lifestyle counselling is taught throughout the program.

Clinical Education Program

The ND program's extensive classroom training prepares students for their roles as primary interns, co-managing patient care with licensed naturopathic doctors in the CCNM teaching clinics. Students are introduced to clinical practice through staged courses between years one and three of the program, culminating in an intensive fourth year of clinical internship. During their fourth year, students are mentored in the art and practice of naturopathic care, employing a patient-centred approach to preventative and therapeutic health care. Primary interns are taught and assessed by clinical faculty in areas of naturopathic medical competency such as clinical knowledge and diagnosis, communication skills, naturopathic therapeutics, research skills, systems-based practice and professionalism.

The Robert Schad Naturopathic Clinic is CCNM's main teaching clinic, hosting approximately 26,000 patient visits per year and furnished with 37 patient treatment rooms and 8 media-equipped conference rooms. The clinic allows its interns and practitioners to provide a range of services, including acupuncture, physical therapeutics, IV therapy and sauna/hydrotherapy. In addition, clinical interns work in the on-site laboratory and collection centre and in the botanical compounding room, formulating medicinal tinctures and dried herbal prescriptions.

CCNM boasts the first naturopathic teaching clinic in a hospital setting at the Brampton Civic Hospital. The Brampton Naturopathic Teaching Clinic provides 72 intern positions yearly. It is a fast paced, primary-care operations that operates four days a week and hosts over 7,000 patient visits annually.

Clinical interns are also expected to complete at least one four-month placement in an external community healthcare clinic site, where they gain in-depth knowledge of the practice of community-based medicine. The external sites are located in five community health centres (Sherbourne Health Centre, Anishnawbe Health Toronto, LAMP Community Health Centre, Parkdale Community Health Centre and Queen West Community Health Centre).

The clinical education program has established four specialty focused care shifts in the RSNC: Adjunctive Cancer Care, Sports Medicine, Pediatrics and Myalgic Encephalomyelitis/Fibromyalgia. These shifts were created to address the specific need for an introduction to focused training of clinical interns and specialized care of individuals in these demographic groups and/or affected

populations. Successful clinical intern applicants are led by naturopathic doctors who have extensive experience in their respective areas of interest. The RSNC plans to introduce a fifth focus shift addressing male and female fertility issues in the 2015-2016 clinical year.

Course Listing

Course Code	Course Name	Credit Hours
First Year		
ASM102	Asian Medicine I	2.0
ASM103	Asian Medicine Point Location I	1.0
BAS103	Biochemistry	3.0
BAS108	Embryology	1.5
BAS115	Immunology	2.5
BAS118	Clinical Physiology I	2.0
BAS119	Clinical Physiology II	2.0
BAS120	Anatomy I	6.5
BAS121	Anatomy II	6.5
BOT101	Botanical Medicine I	2.5
CLE100	Clinic I	1.0
CPH101	Public Health	2.0
HOM100	Homeopathic Medicine I	2.0
NMS101	Ethics and Jurisprudence I	1.0
NPH101	Naturopathic History, Philosophy, Principles	2.0
NPH102	The Art and Practice of Naturopathic Medicine	2.0
NUT102	Clinical Nutrition I	3.0
PHM104	Massage/Hydrotherapy	2.5
PSY103	Health Psychology I	2.5
RES100	Principles in Research	2.0
TOTAL YEAR ONE		49.5
Second Year		
ASM202	Asian Medicine II	2.0
ASM203	Asian Medicine Point Location II	1.0
ASM204	Asian Medicine Point Location III	1.0
BAS208	Pharmacology	5.0
BAS215	Microbiology I	2.0
BAS216	Microbiology II	2.0
BOT202	Botanical Medicine II	4.0

CLE201	Clinic II	1.5
CLS213	Clinical Medicine I	9.5
CLS214	Clinical Medicine II	9.5
CLS223	Physical and Clinical Diagnosis Practicum I	1.0
CLS224	Physical and Clinical Diagnosis Practicum II	1.0
FNM201	Foundations of Naturopathic Medicine	2.0
HOM204	Homeopathic Medicine II Part I	3.0
HOM205	Homeopathic Medicine II Part II	3.0
NUT202	Clinical Nutrition II	4.5
PHM201	Naturopathic Manipulation I	2.0
PSY203	Health Psychology II	1.5
TOTAL YEAR TWO		55.5

Third Year

ASM302*	Asian Medicine III	3.0
ASM303*	Asian Medicine III Clinical Applications	2.0
BOT302	Botanical Medicine III	6.0
CLE310	Clinic III	4.5
CLE303*	Primary Care	3.0
CLS301	Maternal and Newborn Care	2.0
CLS302	Pediatrics	2.0
CLS304*	Emergency Medicine	1.5
CLS308*	Men's Health/Women's Health	3.0
HOM300	Homeopathic Medicine III	5.0
NMS310	Practice Management I	2.0
NPH305	Integrated Therapeutics I	3.0
NPH315	Integrated Therapeutics II	3.0
NPS315*	In-Office Procedures	2.5
NUT302	Clinical Nutrition III	5.0
PHM301*	Naturopathic Manipulation II	3.0
PHM324	Physical Medicine	4.5
PSY303	Health Psychology III	2.5
RAD302	Radiology and Advanced Imaging	2.0
TOTAL YEAR THREE		59.5

Fourth Year

CLE404	Clinic IV	17.5
CLE412	Clinic V	17.5
CLE450	Clinic VI	17.5
CLS408	Men's / Women's Health II	2.5
NMS401	Ethics and Jurisprudence II	10
NMS410	Practice Management II	1.0

* Courses designated with an asterisk (*) must have been taken no more than six months prior to commencing CLE404. If more than six months has elapsed from the time a student completed these courses to the commencement of CLE404, the student will be required to pass the Clinic Entrance Readiness Examination to demonstrate his or her competency prior to entry into clinic. *Additionally, if a fourth-year student withdraws for **over six months**, s/he will be required to pass the Clinic Entrance Readiness Exam before re-entering the Primary Internship program.*

Note: One credit hour is defined as the credit for one lecture hour per week for one term. A full-year course will earn two credit hours for each hour of lecture per week. Lab and practicum hours are credited at a one-half rate (e.g., two hours per week for a term is required to earn one credit hour) and clinic time is credited at a two-thirds rate.

One credit hour = 14 lecture hours

One credit hour = 28 lab, tutorial, practicum or independent study hours

One credit hour = 21 clinic hours

How to read course codes

The following legend will assist you in understanding the course codes. The first three letters indicate the subject (BAS = Basic Sciences). The first number indicates the academic year.

Subject Areas

ASM	Asian Medicine
BAS	Basic Sciences
BOT	Botanical Medicine
CLE	Clinical Education
CLS	Clinical Science
CPH	Community and Public Health
FNM	Foundations of Naturopathic Medicine
HOM	Homeopathic Medicine
NMS	Naturopathic Practice Management Skills
NPH	Naturopathic History and Philosophy
NPS	Naturopathic Practice Clinical Skills
NUT	Nutrition
PHM	Physical Medicine
PSY	Psychology
RAD	Radiology
RES	Research

Course Descriptions

Year 1

ASM102 Asian Medicine I

Students focus on the fundamentals of Traditional Chinese Medicine including basic history, philosophy, and development. They are introduced to fundamental theories such as Yin/Yang, five elements and Zang-Fu. Therapeutic and diagnostic theories such as 8 principles, 6 Pathogenic Factors, Qi, Blood, Body Fluids and 7 emotions are introduced. Acupuncture channels, pulse and tongue diagnosis as well as other therapies employed in Traditional Chinese Medicine, are discussed.

ASM103 Asian Medicine Point Location I

The first in a series, this course covers the location, action, surrounding anatomy, and needling methods for acupuncture points. Points and meridians from the 12 regular channels and 8 extra meridians as well as extra points will be covered. (Prerequisite: ASM102, BAS120)

BAS103 Biochemistry

Students learn the nomenclature and control of biochemical pathways at the cell, tissue, and organ level in an integrated approach. They gain an understanding of carbohydrate, fat, protein metabolism and enzyme functions as applied to the human being in health and disease. Cellular biochemistry as related to nutrition is introduced.

BAS108 Embryology

Basic principles and mechanisms of human development from conception to shortly after birth are discussed. The normal development of each of the body's systems is reviewed, and examples of how abnormal development may occur are given. (Corequisite: BAS121)

BAS115 Immunology

This course presents the field of immunology with a focus on the host's interaction with an environment containing various potential harmful microbes. It also examines the molecular mechanisms used by the immune system to recognize foreign invaders and describes the process of immune system activation that results from this recognition. The means by which the stimulated immune system eliminates foreign molecules, cells and organisms is discussed. Clinical aspects of immunology, such as allergy, autoimmunity, immunodeficiency, vaccination and immunity to tumors, are presented as variants of this basic protective function in which the nature of the antigen is the major variable.

BAS118 Clinical Physiology I

Students explore and incorporate detailed knowledge of the functional organization and operational mechanisms used by cells, tissues, organs and organ systems to patient presentations. Using lectures, practicals, clinical demonstrations and case analyses, students integrate their understanding of the physiological functions of the major systems of the human body in health and

disease, to assess patient presentations. Specific physical examination techniques are introduced to explain physiology in action and their utility in clinical assessment.

BAS119 Clinical Physiology II

Clinical Physiology II continues and builds on the concepts taught in Clinical Physiology I. Students integrate their understanding of the physiological functions of the major systems of the human body in health and disease through clinical application. Using lectures, practicals, clinical demonstrations and case analyses, students integrate their understanding of physiology to assess patient presentations. Specific physical examination techniques are introduced to explain physiology in action and their utility in clinical assessment. (Prerequisite: BAS118)

BAS120 Anatomy I

With an emphasis on regional, functional and clinically oriented anatomy, this course is a survey of gross regional anatomy of the entire locomotor system. Instruction methods include lectures, case studies, study of human bones and physical examination. BAS120 emphasizes that the function of muscles, bones, joints, together with peripheral nervous system and surrounding connective tissues as a complex, integrated and interdependent part of the human body. Together with the anatomical fundamentals of the locomotor system, students learn skills of observation of movement, posture and tissue tone.

BAS121 Anatomy II

In BAS121 the focus of study is shifted to anatomy of body cavities and organ systems, including study of the head and central nervous system. Instructional methods continue to include lectures and case studies and are supplemented by the study of dissected human cadavers. Students apply anatomical concepts to the study of the human form as a living, moving entity and are expected to integrate it with principles of physiology. (Prerequisite: BAS120)

BOT101 Botanical Medicine I

This course provides a foundation for the therapeutic use of botanical medicines in naturopathic practice. The traditional prescription of herbs is discussed within a context of body systems and common pathologies while the study of pharmacognosy provides a framework for understanding the pharmacological aspects of herbs. Students learn how to prepare herbal medicines in naturopathic practice based on an independent group assignment.

CLE100 Clinic I

This course introduces students to naturopathic practice at the Robert Schad Naturopathic Clinic, the teaching clinic of CCNM. Students shadow clinic faculty as they do their rounds at the RSNC, and also have the opportunity to observe a variety of treatments. Students are introduced to the standards of medical record keeping (including SOAP charting), privacy policy and concepts of clinical reasoning.

CPH101 Public Health

This course examines the impact of the social determinants of health on the individual and communities. Students explore essential concepts of health promotion and disease prevention as a foundation for examining health beliefs and practices of individual patients. The role of naturopathic professional in health promotion and disease prevention is further explored.

HOM100 Homeopathic Medicine I

This introductory course in homeopathic medicine introduces the basic concepts of homeopathy, including: an introduction to the history, principles and philosophy of homeopathic medicine; repertory; principles of homeopathic treatment; first aid prescribing; acute prescribing; and basic case-taking.

NMS101 Ethics and Jurisprudence I

The medico-legal aspects of naturopathic practice in Ontario and other Canadian provinces are examined. The emphasis in first year is on identifying and discussing the ethical duties of naturopathic physicians to their patients, other medical practitioners and to society.

NPH101 Naturopathic History, Philosophy and Principles

This course engages students in an exploration of the basic underlying principles of naturopathic medicine. These principles are understood through philosophical discussion of concepts such as holism, vitalism and health. The historical evolution of medicine and the naturopathic profession are examined. Students will know and understand the Naturopathic Doctor's Oath, and identify what the values and principles in the oath mean to them.

NPH102 Art and Practice of Naturopathic Medicine

This course explores the many facets of naturopathic medicine, including its major modalities and the manner by which they are incorporated into a unified approach to healing. The major qualities and skills required for naturopathic medicine are addressed in the context of the program, as well as the ongoing experience necessary to cultivate those skills and qualities. The principles discussed in NPH101 are applied in a small group setting. (Prerequisite: NPH101)

NUT102 Clinical Nutrition I

This course examines the relationship between nutrition, health and disease. The structure and function of macro and micro nutrients required for human health are examined, and the roles and requirements of vitamins and minerals are discussed. The clinical application of nutrients is introduced from a nutritional biochemistry perspective, and includes discussion of therapeutic dosages, adverse effects, and laboratory methods for assessing status. This course provides the foundation for Clinical Nutrition courses taught in second and third years. (Prerequisite: BAS103)

PHM104 Massage/Hydrotherapy

This course introduces the student to the clinical examination and assessment of soft tissues through palpation, as well as how to administer both hydrotherapy and massage treatments. In supervised, hands-on classes, students learn the therapeutic value of touch and bodywork by giving and receiving massage. The importance and healing power of water is experienced through the exchange of naturopathic hydrotherapy treatments. With an emphasis on developing self-awareness, presence, respect and healing intent, these key therapeutic tools are instructed in preparation for clinical application. (Prerequisite: BAS120)

PSY103 Health Psychology I

This course supports students' understanding of human psychology and the manner that individual factors relate to health, wellness and disease. Year 1 provides a foundation in health psychology

theory and research. Basic principles of counselling and intentional interviewing techniques are introduced. Students are challenged to address their own psychological habits, gain insight into their personal patterns of communication, and develop confidence in their clinical interviewing skills.

RES100 Principles in Research

This course introduces the methodological principles of research. It emphasizes the critical assessment of medical literature and highlights published research and research methods relevant to naturopathic medicine. The curriculum supports students in acquiring an efficient, critical approach to making clinical decisions based on an objective assessment of medical literature.

Year 2

ASM202 Asian Medicine II

This course focuses on the understanding of Traditional Chinese Medicine (TCM) diagnosis. Students learn etiologies, pathogenesis, pattern identification, and pulse and tongue diagnosis. Other diagnostic theories such as 6 channels, 4 levels and 3 burners are presented. Case studies are implemented in order to facilitate learning. Discussion on the use of acupuncture points is limited as students are not required to take ASM 203 concurrently. (Prerequisites: ASM102)

ASM203 Asian Medicine Point Location II

This is the second in a series of courses that covers the location, action, surrounding anatomy, and needling methods for acupuncture points on the body. Points and meridians from the urinary bladder, kidney, conception vessel, and governing vessel will be covered. Students performing acupuncture are taught the clean needle technique as per the guidelines for the NCCAOM program. Additionally, students learn how to correctly and safely use acupuncture needles in a clinical setting. (Prerequisites: ASM103)

ASM204 Asian Medicine Point Location III

This is the final course in a series that covers the location, action, anatomy, and needling methods for acupuncture points on the body. Points and meridians from the stomach, spleen, liver, and gall bladder meridians as well as extra points will be covered. Students performing acupuncture are taught the clean needle technique as per the guidelines for the NCCAOM program. Additionally, students learn how to correctly and safely use acupuncture needles in a clinical setting. (Prerequisites: ASM203)

BAS208 Pharmacology

The study of pharmacological principles develops a strong foundation in understanding the factors that influence drug action. This course examines the indications, mechanisms of action, adverse effects and interactions of the most common pharmaceutical drugs. Case analysis and group research projects develop students' understanding of pharmacological agents and their influences on the practice of naturopathic medicine. (Prerequisites: BAS103, BAS119, BOT101; Co-requisite: CLS213)

BAS215 Microbiology I

This course focuses on the role of microorganisms in clinical disease. Students demonstrate the capacity to track the course of diseases arising from infection, understand transmission modes, and

determine appropriate labs for diagnosis of micro-organisms. This course stresses the integration of scientific information with naturopathic approaches. (Prerequisites: BAS115, BAS119)

BAS216 Microbiology II

This course continues and builds on the curriculum of Microbiology I. The role of microorganisms in clinical diseases is discussed. Students demonstrate the capacity to track the course of diseases arising from infection, understand transmission modes, and determine appropriate labs for diagnosis of micro-organisms. This course stresses the integration of scientific information with naturopathic approaches. (Prerequisites: BAS215)

BOT202 Botanical Medicine II

This course organizes the study of herbs based on their specific clinical effects and affinities for different body systems, providing training in pharmacognosy and the clinical use of whole plants and extracts. Along with a traditional lecture format, clinical application of the course material is approached through case-based learning sessions. Topics include: therapeutic actions and indications of specific herbs; dosage and prescribing strategies; contraindications, interactions, and safety issues; therapeutic categories of herbs and principles of botanical practice. Empirical data on traditional uses for plants as medicines is integrated with modern scientific research on their pharmacological actions and clinical use. (Prerequisites: BAS119, BOT101)

CLE201 Clinic II

This course allows students to continue the development of their clinical skills through direct contact with patients. Under the mentorship of fourth-year interns and clinical faculty, students perform portions of the patient intake and physical exam on RSNC patients. Students spend time shadowing clinic faculty and their fourth-year mentor, and are assessed on clinical competencies such as patient rapport, intake skills, professionalism and medical record keeping. (Prerequisites: BAS119, BAS121, CLE100, NMS101; Co-requisites: CLS223)

CLS213 Clinical Medicine I

The curriculum of Clinical Medicine I is integrated with CLS223 (Physical and Clinical Diagnosis Practicum I). Presented in modules, the Clinical Medicine series are designed to support the student in developing competence in each stage of the clinical encounter: history, physical examination, laboratory investigation, differential diagnosis, and concepts related to management.

Each module uses case studies to discuss incidence, etiology, pathology, and progression of common primary care concerns relevant to clinical practice. Students explore and incorporate the functional organization and operational mechanisms used by cells, tissues, organs and systems. Clinical cases provide context for selecting and applying specific physical examinations and laboratory tests. The student interprets and critically evaluates information derived from history, physical exam, and laboratory investigations, and uses their developing clinical reasoning skills to arrive at relevant and appropriate working diagnoses, based on real-life signs and symptoms presented in clinical practice.

Successful course completion of CLS213 enables students to understand basic patterns of human pathologies and their application to varying disease processes, recognize the presentation of life-threatening disorders, identify and interpret clinical manifestations of common diseases, and provide

a rationale for underlying treatment. The course serves as a foundation for the clinical reasoning skills used in the practice of primary care. (Prerequisites: BAS121, BAS119; Corequisite: CLS223)

CLS214 Clinical Medicine II

Clinical Medicine II is a continuation of Clinical Medicine I, and is integrated with CLS224. It builds on the competencies acquired in CLS213, and is designed to continue student development in each stage of the clinical encounter: history, physical examination, laboratory investigation, differential diagnosis, and concepts related to management.

Case studies are used as the backdrop to discuss incidence, etiology, pathology, and progression of common primary care concerns relevant to clinical practice. They provide context for selecting and applying specific physical examinations and laboratory tests, and students interpret and critically evaluate information derived from history, physical exam, and laboratory investigations. Students use their clinical reasoning skills to arrive at relevant and appropriate working diagnoses, based on real-life signs and symptoms presented in clinical practice.

Successful course completion of CLS214 enables students to understand basic patterns of human pathologies and their application to varying disease processes, recognize the presentation of life-threatening disorders, identify and interpret clinical manifestations of common diseases, and provide a rationale for underlying treatment. The course serves as a foundation for the clinical reasoning skills used in the practice of primary care. (Prerequisites: CLS213, CLS223; Corequisite: CLS224)

CLS223 Physical and Clinical Diagnosis Practicum I

The curriculum of CLS223 is integrated with Clinical Medicine I and the cases used in each of the modules are designed to support the student in developing the technical competence in taking a patient history and performing a physical examination efficiently and accurately. This course develops the skills necessary to conduct a thorough systems-based physical examination, interpret physical findings, elicit a complete medical history, and document the information appropriately. (Corequisite: CLS213)

CLS224 Physical and Clinical Diagnosis Practicum II

This course follows CLS223 and CLS213; the curriculum for Physical and Clinical Diagnosis Practicum II is integrated with Clinical Medicine II. The cases used in each of the modules are designed to support the student in developing the technical competence in taking a patient history and performing a physical examination efficiently and accurately. This course develops the skills necessary to conduct a thorough systems-based physical examination, interpret physical findings, elicit a complete medical history, and document the information appropriately. (Prerequisite: CLS223; Corequisite: CLS214)

FNM201 Foundations of Naturopathic Medicine

Students are engaged in examining, debating and assessing the principles, philosophical and practical underpinnings that define naturopathic medicine. Active learning is facilitated through group writing and debate, as well as through panel discussions with practicing naturopathic doctors. (Prerequisites: NPH102)

HOM204 Homeopathic Medicine II Part I

Students continue their study of homeopathic medicine, and discuss the underpinning principles and philosophy, using *The Organon of the Medical Art* as a template. The *materia medica* of homeopathic remedies is taught according to their classification in the animal, plant or mineral kingdoms, as well as the families and/or groups within the kingdoms. Case studies are used to orient the student to the practical application of homeopathy, and students develop skills in homeopathic case taking, repertorizing, case analysis, and single-remedy prescribing taught in accordance with *The Organon of the Medical Art*. (Prerequisite: HOM100)

HOM205 Homeopathic Medicine II Part II

In HOM205 students continue their study of homeopathic medicine. Interactive lectures are used to teach *materia medica* of homeopathic remedies, and case studies are used to orient the student to the practical application of homeopathy. Students further develop their skills in homeopathic case taking, repertorizing, case analysis, and single-remedy prescribing taught in accordance with *The Organon of the Medical Art*. (Prerequisite: HOM204)

NUT202 Clinical Nutrition II

This course outlines objective evidence in the field of nutritional science as it relates to health promotion, disease prevention and disease treatment. The focus is on diet and lifestyle-based interventions. The goal is to provide students with evidence-based intervention plans that safely and effectively facilitate the primary care management of presenting metabolic diseases. (Prerequisite: NUT102, RES100)

PHM201 Naturopathic Manipulation I

This course introduces students to the assessment and examination of the vertebral column and the costo-sternal and costo-vertebral joints. It also covers the examination of extremities, and provides an introduction to motion palpation and the static assessment of the vertebral column and pelvis. Students learn to assess and diagnose various peripheral joint irregularities. (Prerequisite: BAS121)

PSY203 Health Psychology II

This course deepens students' understanding of health psychology and encourages them to explore counselling as a naturopathic modality. Year 2 builds on the foundation established in Year 1 and teaches students to consider the relationships between thoughts, emotions, behaviours and health. The course also introduces concepts in behavioural medicine relevant to the clinical practice of naturopathic medicine and encourages students to utilize applied counselling skills. (Prerequisite: PSY103)

Year 3

ASM302 Asian Medicine III

Various allopathic diagnoses are considered from an Asian medicine perspective. Common pathologies are discussed in terms of their etiology, pathogenesis, TCM pattern identification, acupuncture treatment prescriptions, and adjunct treatment options. Students are taught the main TCM patent herbal formulas used in clinical practice. Adjunct therapies such as cupping, moxibustion,

scalp acupuncture, auricular acupuncture and various needling techniques are taught and later performed in ASM303. (Prerequisites: ASM202, ASM203, ASM204, CLS214; Corequisite: ASM303)

ASM303 Asian Medicine III Clinical Applications

The focus of this course is the application of various treatment strategies and prescriptions covered in ASM302. Students practice advanced needling techniques such as free-hand, tonification and sedation maneuvers, and De Qi sensations. Adjunct therapies practiced include cupping, moxibustion, scalp acupuncture and auricular acupuncture. Additionally, students explore case studies in a problem-based format to gain a better understanding of TCM diagnosis, treatment and therapeutic effect. (Prerequisites: ASM202, ASM203, ASM204; Corequisite: ASM302)

BOT302 Botanical Medicine III

This course continues the examination of herbs based on their clinical effects on different body systems, focusing on indications, dosage, contraindications, interactions and associated pharmacological data. Empirical data on the traditional uses of plants as medicines is integrated with scientific research on their pharmacological and clinical actions. Formulation and prescribing principles are presented. (Prerequisites: BAS208, BOT202, CLS214)

CLE310 Clinic III

To prepare for their role as primary intern, third year students enter the clinic in a mentored environment. Together with fourth year students and supervised by a naturopathic doctor, these secondary interns co-manage patients at the Robert Schad Naturopathic Clinic where they are able to apply their skills in physical examination, medical history taking, case analysis and treatment planning and delivery. (Prerequisites: CLE201, CLS214, CLS224; Corequisite: CLE303)

CLE303 Primary Care

Primary care standards govern the systematic process of symptom/sign recognition, cost-effective laboratory investigation, procedural diagnosis and case management. Students will learn to identify, analyze and manage clinical problems in order to provide effective and efficient patient care. Competencies achieved in this course provide the foundation for clinical rotations, independent medical practice, and postgraduate training. The Objective Structured Clinical Examination (OSCE) is part of the evaluation of this course. (Prerequisites: CLS214, CLS224); Corequisite: CLE310, NPH305/315)

CLS301 Maternal and Newborn Care

Students are provided with the fundamental knowledge of prenatal, labour, birth, and postpartum physiological processes. An emphasis is placed on birth being a normal physiological process rather than a pathological one. The diagnosis and treatment of common complaints of pregnancy and postpartum periods are addressed including both allopathic and integrative approaches. Complications that can arise in the childbearing year are also discussed to give students a foundation in understanding when referral is necessary. (Prerequisites: CLS214, CLS224)

CLS302 Pediatrics

This course examines the growth, development and health promotion of pediatric patients. It also examines common and critical pediatric conditions with respect to case management. Students practice their skills in taking a medical history and performing a physical exam on children of varying

ages. They learn how to manage the application of naturopathic principles and therapies to pediatric practice, and how to engage in effective parent education. Emphasis is placed on developing a creative and flexible approach to pediatric care and the importance of referral and contraindications to treatment. (Prerequisites: CLS214, CLS224)

CLS304 Emergency Medicine

Students learn the key principles of basic life support and develop thought processes required to effectively handle emergency situations. Clinically relevant case scenarios and supervised practical sessions are presented. The RSNC emergency procedures are incorporated to prepare students to implement protocols during their internship. Successful graduates will possess the knowledge, skill and experience to develop emergency protocols for their clinical practice. (Prerequisites: CLS214, CLS224)

CLS308 Men's Health and Women's Health

This course provides students with a comprehensive overview of the most commonly seen health concerns related to men's and women's health in clinical practice. Students are able to identify and apply gender-specific and age-based screening tests based on current research and regional guidelines. They develop skills in performing gender-specific physical examinations and interpreting relevant lab results. Therapeutic management of gender-specific health concerns is emphasized. (Prerequisites: CLS214, CLS224)

HOM300 Homeopathic Medicine IV

Clinical exposure to case taking, case analysis and case management are the focus of this course, which consolidates knowledge from HOM100, HOM202 and HOM203. Real cases are presented and managed by advanced practitioners who are experienced in the field of homeopathic medicine. This gives students the opportunity to witness various styles of homeopathic practice rooted in a classical homeopathic approach. Additionally, students prepare for their internship through independent study of acute and first aid *materia medica*. (Prerequisites: HOM205)

NMS310 Practice Management I

The goals of this course are to provide students with a general knowledge of business concepts, practices and activities and to give them a framework for understanding the steps in the development of their future business as a naturopathic doctor. The course will guide the student towards understanding the business purpose, targeting patient segments, attracting and retaining patients, marketing, and understanding a variety of business models. Double entry accounting will also be introduced. Students will also develop their presentation skills and interact with experienced practitioners.

NPH305 Integrated Therapeutics I

This course is a companion to Standards in Primary Care (CLE303). Integrated Therapeutics I discusses and evaluates the best practices in therapeutic intervention for commonly seen conditions in primary care. Naturopathic principles and philosophy are aligned in patient management, and the naturopathic therapeutics including, but not limited to Asian medicine, botanical medicine, clinical nutrition, counseling, homeopathic medicine, lifestyle modification, nature cure, pharmaceuticals and physical medicine. These are discussed in the context of commonly seen conditions. (Corequisite: CLE303)

NPH315 Integrated Therapeutics II

Integrated Therapeutics II is a continuation of NPH305, and is a companion course to Standards in Primary Care (CLE303). The objective is to discuss and evaluate the best practices in therapeutic intervention for commonly seen conditions in primary health care. Naturopathic principles and philosophy are aligned in patient management, and the naturopathic therapeutics including, but not limited to Asian medicine, botanical medicine, clinical nutrition, counselling, homeopathic medicine, lifestyle modification, nature cure, pharmaceuticals and physical medicine. These are discussed in the context of commonly seen conditions, and independent clinical learning projects enhance student knowledge for patient case preparation and treatment. Primary, secondary and tertiary prevention strategies are also discussed. (Prerequisite: NPH305; Corequisite: CLE303)

NPS315 In-Office Procedures I

Students learn the procedures needed to obtain a good quality specimen (i.e., blood, hair, skin, throat and urine) for testing, which include patient preparation, collection of the specimen, processing the specimen, and storing and/or transporting the specimen. Students develop an appreciation for the clinical utility of parenteral therapies by naturopathic doctors, and learn how to administer intramuscular injections. The course also covers the administration of naturopathic parenteral preparations of therapeutic benefit to patients. Topics include vitamins, minerals, and evidence supporting the use of outpatient intravenous therapy. (Prerequisite: CLS214; Corequisites: CLS304)

NUT302 Clinical Nutrition III

The application of biomedical and clinical sciences to nutrition offers students valuable perspectives on the treatment and prevention of disease, and health optimization. This course is taught in modules, including biochemical individuality, clinical nutritional examination and the toxicology of commonly used vitamins. (Prerequisites: CLS214, NUT202)

PHM301 Naturopathic Manipulation II

This course exposes students to the clinical assessment and treatment of subluxations/fixations in the cervical, thoracic, lumbar and sacro-iliac portions of the axial skeleton, as well as costo-sternal, costo-vertebral and peripheral articulations. Clinical assessment of the subluxation/fixation complexes primarily involves the use of motion palpation of these areas, augmented with instruction in static palpation and basic visual assessment techniques. Treatment of subluxation/fixation complexes will be accomplished by high velocity, low amplitude spinal and peripheral manipulative techniques. Indications, contraindications, and appropriate referral for spinal and peripheral joint manipulative therapy will also be discussed. (Prerequisite: PHM201)

PHM332 Physical Medicine

Students learn a system of evaluating musculoskeletal disease and injury, and the principles of rehabilitation for each condition. Rehabilitation is directed by the stage of healing and body part injured. Students will be able to appropriately manage these orthopaedic pathologies using naturopathic modalities. The focus is on the application of manual techniques, hydrotherapy principles, patient education, exercise and utilization of therapeutic machines including ultrasound, TENS and interferential current. Hands-on sessions in small tutorial groups are conducted under the

guidance of experienced practitioners in the field of physical medicine. (Prerequisites: CLS214, CLS224, PHM201)

PSY303 Health Psychology III

Health Psychology III focuses on selected clinical topics of significance including: stress management, health maintenance, adaptation to chronic illness, life span challenges, psychopathology, and crisis intervention. This course provides students with opportunities to integrate skills, model psychological adjustment, and gain the confidence necessary to maintain healthy relationships with patients when engaging in therapeutic conversation. (Prerequisite: PSY203)

RAD302 Radiology and Advanced Imaging

Diagnostic imaging modalities, image acquisition techniques, and their indications and benefits are presented with contraindications and risks for a variety of cases. Congenital anomalies and normal variants will be explored, as well as other more serious pathological conditions. Cases presented stress the importance of integrating imaging and lab results to formulate a diagnosis. (Prerequisite: CLS214)

Note: Courses designated with an asterisk (*) in the course listing section must have been taken no more than six months prior to commencing CLE350. If more than six months have elapsed, the student is required to pass the Clinic Entrance Readiness Examination to demonstrate competency prior to starting CLE350. Additionally, if a student is away from clinic for greater than six months for any reason, the student will be required to pass the Clinic Entrance Readiness Examination before resuming as a primary intern.

Year 4

CLE404 Clinic IV

Students work as primary interns under the supervision of licensed naturopathic doctors and are responsible for managing the care of patients in the Robert Schad Naturopathic Clinic and its satellite teaching clinics. Students are required to demonstrate the competencies outlined in the Primary Intern Manual and to complete all relevant requirements. (Prerequisite: Successful completion of all courses in Years 1, 2 and 3.) **Students who fail a third-year prerequisite course and are eligible to write a supplemental exam can register in CLE404, as per other academic courses, until they have completed their supplemental exams. Should they fail the supplemental exam they will subsequently be removed from their clinical shifts.**

CLE412 Clinic V

Students further develop their skills as primary interns treating patients in the Robert Schad Naturopathic Clinic and its satellite teaching clinics, supervised by licensed naturopathic doctors. Students are required to demonstrate the competencies outlined in the Primary Intern Manual and to complete all relevant requirements. (Prerequisite: CLE404)

NMS401 Ethics and Jurisprudence II

The course concludes the study of the medico-legal aspects of naturopathic practice. Civil litigation is emphasized as it relates to medical malpractice. Students are taught how to provide written and oral testimony as expert witnesses. The business aspects of establishing a practice are also discussed,

including topics such as commercial leases, employment arrangements and partnership law. (Prerequisite: NMS101; Co-requisite: NMS410)

NMS410 Practice Management II

The goals of the course are to build on the skills learned in NMS310. This course will guide the student toward understanding the basic financial statements of a business, and the skills needed to start, organize, develop and market a successful practice. Students will interact with successful guest speakers from the profession, and the course will include hands on experience with a popular accounting software package. Students will complete the development of a formal business plan suitable for presentation to a financial institution. (Prerequisite: NMS310; Co-requisite: NMS401)

NPS401 In-Office Procedures II

A continuation of NPS315, In-Office Procedures II prepares the students to perform point-of-care procedures in a primary care setting including an introduction to minor surgery which is not within the scope of practice for naturopathic doctors in Ontario. This course prepares the student for more advanced training in those jurisdictions where such licensing applies. This introductory course covers minor surgical procedures such as suturing of wounds and treatment of commonly encountered conditions such as skin abscess, removal of a foreign body or performing a biopsy/removal of suspected skin lesions. The use and application of general/local and topical anesthetics and proper use of basic surgical instruments are reviewed as well as principles of asepsis, antisepsis and sterilization. (Prerequisite: NPS315)

CLE450 Clinic VI

Students further develop their skills as primary interns treating patients in the Robert Schad Naturopathic Clinic its satellite teaching clinics, supervised by licensed naturopathic doctors. Students are required to demonstrate the competencies outlined in the Primary Intern Manual and to complete all relevant requirements. (Prerequisite: CLE412).

Note: If a student is away from clinic for greater than six months for any reason, the student will be required to pass the Clinic Entrance Readiness Examination before resuming as a primary intern.

Graduation Requirements

Candidates for the ND diploma must fulfill the following requirements to graduate:

5. Attend all required courses in the prescribed curriculum and achieve a passing grade in each course.
6. Attain a Cumulative Grade Point Average of 2.70.
7. Attend the required number of hours in clinical training, and fulfill all other requirements of the clinical program with a passing grade.
8. Satisfy all financial obligations to CCNM.

The final year of clinical education requires successful completion of course work, clinical requirements and rotations (e.g., laboratory, botanical dispensary, etc.). In addition, the following minimum hours must be completed:

Clinical Requirements

In order to graduate students need to achieve a certain number of clinical hours and patient contacts throughout the program. In order to better understand these requirements the following terms will be defined:

Primary Contact is defined as assessment and/or treatment of patients, performed by the student clinician primarily responsible for patient care while under the supervision of a licensed naturopathic doctor acting as clinical faculty. Primary contacts are accrued at CCNM teaching clinics and externship postings.

Secondary Contact is defined as a patient interaction with a student or clinical intern that is primarily limited to patient observation, but may include some clinical activity under the direction of the primary intern and/or supervising clinical faculty. Secondary contacts may be accumulated at CCNM teaching clinics, preceptorship and externship postings.

Preceptorship is a period of practical experience where students primarily observe the delivery of patient care by a regulated health-care provider. Preceptorships may be engaged in all years of the program. For more information on our preceptorship requirements, please see the section on preceptorship below.

Externship is a period of practical experience where students are responsible for the primary assessment and/or treatment of patients under the supervision of an approved Externship Host (licensed ND). Externships can only be performed during the terminal clinical internship period (fourth-year).

Students will achieve their clinical requirements through activities linked to specific clinical courses. The clinical requirements are listed below for the four- and five- year programs respectively:

Four-year program

Academic Year	Clinical Education Course	Clinical Hours/Patient Contacts in Teaching Clinics	Preceptorship Hours/Patient Contacts
Year 1	CLE100	6 hrs./5 Secondary Contacts	Required at end of CLE201
Year 2	CLE201	30 hrs./10 Secondary Contacts	20 hrs/20 Secondary Contacts
Year 3	CLE310	66 hrs./20 Secondary Contacts	30 hrs/30 Secondary Contacts
Year 4	CLE 404/412/450	1032 hrs./280 Primary Contacts; 45 Secondary Contacts	50 hrs/50 Secondary Contacts

Five-year program

Academic Year	Clinical Education Course	Clinical Hours/Patient Contacts in Teaching Clinics	Preceptorship Hours/Patient Contacts
Year 1	CLE100	6 hrs./5 Secondary Contacts	Required at end of CLE201
Year 2		No requirements	Required at end of CLE201
Year 3	CLE201	30 hrs./10 Secondary Contacts	20 hrs./20 Secondary Contacts
Year 4	CLE310	66 hrs./20 Secondary Contacts	30 hrs./30 Secondary Contacts
Year 5	CLE404/412/450	1032 hrs./280 Primary Contacts; 45 Secondary Contacts	50 hrs./50 Secondary Contacts

IMG program

Academic Term	Clinical Education Course	Clinical Hours/Patient Contacts in Teaching Clinics	Preceptorship Hours/Patient Contacts
Term 1	CLE307 – term 1	12 hrs./10 Secondary Contacts	Required at end of term 2
Term 2	CLE308 – term 2	24 hrs./5 Secondary Contacts	20 hrs./20 Secondary Contacts
Term 3	CLE309 – term 3	66 hrs./20 Secondary Contacts	30 hrs./30 Secondary Contacts
Term 4	CLE404/412/450	1032 hrs./280 Primary Contacts; 45 Secondary Contacts	50 hrs./50 Secondary Contacts

Teaching clinic targets for hours and patient contacts are specific for the individual course with which they are associated. Any clinical hours or contacts collected in excess of the course targets will be added to the total number of secondary credits required during a student's primary internship (CLE404/412/450) and cannot be used to meet the clinical course requirements of CLE201, and 310.

Preceptorships occur throughout a student's enrolment in the naturopathic program, but must meet the prescribed targets and academic requirements outlined in the associated clinical course. Failure to meet the minimum targets for preceptorship requirements in their designated courses will result in failure of the associated course. Preceptorship hours and contacts accumulated beyond minimum targets will contribute to future course requirements for preceptorship. Details of the preceptorship program are found below.

Preceptor Program

Preceptor Program

Preceptoring is a component of the ND program that allows students to observe health-care practitioners in the community. The goal of the preceptor program is to give CCNM students a wide variety of experiences in different health-care settings in order to develop the clinical knowledge, attitudes and skills relevant to the role of a naturopathic doctor.

Commencing in Year 1, all students participate in the preceptor program. These hours may be achieved by working with a registered naturopathic doctor or an approved health-care practitioner. The Office of Clinical Education must pre-approve all preceptoring requests with health-care practitioners not registered with the CCNM preceptorship program.

Preceptor Program Procedure

1. Students are required to complete 100 hours of clinical preceptorship and observe 100 unique patient interactions before graduation.
2. Preceptoring must be completed with a minimum of three different practitioners.
3. A minimum of 50 per cent of the hours and patient contacts must be completed with a registered naturopathic doctor. The remaining 50 hours and patient contacts may be done with any pre-approved health-care practitioner. Preceptorship with naturopathic doctors and other health care practitioners may occur at any time during the program, as long as the specific course targets are met.
4. Students are expected to contact potential preceptors independently. CCNM provides a list of active preceptors (located on Moodle>Student Forms and Resources). However, since practitioners on the CCNM list are contacted frequently, students should also consider sourcing practitioners *not* found on the active preceptor list.
5. To qualify as a preceptor, a health care practitioner should be a member of a regulated profession (or in transition towards regulation). For health care practitioners working in unregulated jurisdictions or for non-traditional health care practitioners, suitability as a preceptor will be determined by the Office of Clinical Education (OCE) and/or the Associate Dean, Clinical Education. Naturopathic doctors must have at least one year of practice experience to qualify as a preceptor.
6. If a health-care practitioner is not already listed on the CCNM preceptorship list, the student should forward the practitioner a Preceptor Registration Form **prior** to the start of preceptoring (Preceptor Program documents may be found on Moodle>Student Forms and Resources>Preceptorship):
 - Preceptorship Information Package
 - Preceptor Registration Form
7. The completed registration form should then be submitted to the Office of Clinical Education for approval **at least five (5) days prior** to the planned preceptoring dates. The Office of Clinical Education reserves the right to reject any preceptorship request not submitted accordingly and/or any preceptorship credits submitted without prior approval of the preceptor host.
8. On the dates of preceptorship, the student must bring the Student Preceptorship Record to the preceptor location for completion.
9. Submission of preceptorship records: First-, second- and third-year students must submit their

preceptorship records by the close of the courses where due: Clinic II (CLE201) and Clinic III (CLE310). Preceptorship records may be submitted to the OCE at any time during the program for recording. Fourth-year students must attach all preceptorship records to their monthly clinic summary forms. Only the original, signed preceptorship record will be accepted. All documents are to be submitted to the Clinical Education drop box, located in the RSNC by the file room. Students are reminded to keep a copy of all paperwork for their personal records.

10. Further information about the program, as well as preceptorship documents and forms, are available online through Moodle > Student Forms and Resources, which can be accessed through the Current Students section of the CCNM website.
11. Students are representing not only themselves, but the college and the profession and, as such, are expected to demonstrate professional attitudes and behaviours at all times, when contacting potential preceptors and while at the preceptorship sites. Reports of unprofessional behaviour will be approached as a CCNM Code of Conduct issue and may result in penalties.
12. Preceptorship program policies and procedures may be subject to change. Students should note that they are also required to comply with any additional policies and procedures, as required by the preceptor.

Global Health Preceptorship

In addition to the standard preceptor program, CCNM recognizes the importance of students being exposed to health-care delivery in other countries, particularly those lacking the infrastructure that exists in Canada and other developed nations. Such exposure should provide students with a greater appreciation of the need to develop sustainable medical services in developing nations as well as an understanding of the inter-relationship between barriers to care and health outcomes. To encourage the development of clinical skills and greater appreciation of global health issues, students at CCNM can apply to do a global health preceptorship during the program.

Students applying to do a global health preceptorship with a medical professional during an academic term need to demonstrate:

- a) that the opportunity will strengthen their clinical judgment and physical exam skills
- b) that the opportunity will develop enhanced skills in cultural competency and communication
- c) that the preceptoring opportunity is only available during the academic term and not during
- d) non-academic time (i.e., summer)
- e) they are in good academic standing.

Please note that global health preceptorships must be processed through the Office of Academic Affairs and if approved, students will be allowed to miss up to one week of academic class time. This time does not include exam periods or the week preceding exam periods (midterms or finals). Any academic/course-based learning objectives missed due to preceptorship will be the students' responsibility to meet.

Students participating in a global preceptorship will be required to abide by the laws governing the delivery of medical services in the relevant jurisdiction. Students are also prohibited from engaging in any medical services for which they have not been trained.

Clinical Education and Clinic Operations

Introduction

This section provides an outline of the clinical curriculum, policies and procedures. Complete details of the final year curriculum can be found in the Primary Intern Manuals 2014-2015: Clinical Education and Clinical Operations, which are available on Moodle.

Clinical Curriculum

At the core of the 2014-2015 clinical curriculum is the application of knowledge, skills and attitudes learned in the academic program to clinical practice. The curriculum is designed to provide a progression of clinical responsibility as students advance in the program, and the experience is founded on the integration of the philosophy and principles of naturopathic medicine with best evidence, as applied to clinical practice. All clinical education courses are designed around clearly outlined objectives and clinical competencies.

Clinic I (CLE100/100J): In the first year of the ND program, students participate in clinical shifts by shadowing faculty supervisors and engaging as patients for various treatment modalities while learning core concepts of professionalism, medical record keeping, privacy legislation and clinical reasoning.

Clinic II (CLE201): In the second year of the ND program, students continue shadowing clinic faculty, but can now participate in elements of patient care. Under the mentorship of fourth-year interns and clinical faculty, students perform portions of the patient intake and physical exam and are assessed on clinical competencies.

Clinic III (CLE310): To prepare for their role as primary intern, third-year students transition to practicing in the clinic through a mentoring relationship. Together with fourth-year students, and supervised by a naturopathic doctor, these secondary interns co-manage patients at the RSNC where they are able to apply their skills in physical examination, medical history taking, case analysis and treatment planning and delivery.

In the final year of the program, students serve as primary interns for patient care under the supervision of registered naturopathic doctors. Students must fulfill the requirements and expectations outlined in the Primary Intern Manual 2014-2015 to successfully complete the ND program.

Primary interns (those enrolled in CLE404, 412 and 450) are scheduled for four shifts per week in the RSNC and/or any of its satellite teaching clinics. Shift times may not overlap with other shifts or courses. The Associate Dean of Clinical Education reserves the right to make changes to the student shift schedule at any time.

Accommodations for Clinic Shifts

Students in the clinical portion of their education will be accommodated in terms of scheduling their clinical shifts in accordance with the requirements of human rights legislation. Students must

provide evidence in support of their request for accommodation.

If the requirement for a student to be present for a clinic shift at a specified time violates the tenets of his or her faith regarding religious observance then he/she will be accommodated.

The *Ontario Human Rights Code* defines family status in terms of a parent-child relationship and prohibits discrimination on the basis that an individual is a caregiver. The care could be a parent caring for a child and it can also be a child caring for a parent. The College will accommodate the needs of caregivers by providing them flexible working hours.

Individuals with medical issues or disabilities that affect one's ability to meet clinic shift schedule requirements should first register for accommodation with Accessibility Services. See "Accommodating Students with Disabilities" for details.

Please note that there is no legal obligation for the College to accommodate a student who does not want to work a clinic shift because it conflicts with his/her work schedule, athletic training, or other educational courses or activities.

Externship Program

An externship refers to a primary intern conducting a portion of his/her final year of clinical education at a site external to RSNC. An externship site may be chosen by the intern and must allow him/her to treat patients and manage patient care in a manner similar to his/her experience at RSNC. The intern must be under the supervision of the registered naturopathic doctor at all times. This program is an optional component of the clinic curriculum, by application only. All applications are subject to the approval of the Associate Dean of Clinical Education and/or Dean.

Further information about the program, as well as externship documents and forms, are available online through Moodle>Student Forms and Resources.

RSNC Absence Policies

Primary interns are allowed 20 shifts off for vacation and/or professional development (PD) throughout CLE404, 412 and 450. For all students enrolled in CLE404, 412 or 450, an Absence Form must be submitted to the drop box in the RSNC Student Message Centre at least three weeks prior to the requested days off. Make-up shifts are available to students who have missed clinic due to documented illness, emergency or statutory holidays. Planned Absence Days (vacation, professional development, etc.) cannot conflict with any scheduled exams nor may these absences negatively impact clinic operations; clinical assignments and activities must be completed by their assigned due dates, regardless if this conflicts with a planned absence. Details of Planned Absence Days can be found in the Primary Intern Manual 2014-2015.

Please note that clinic hours in excess of the minimum requirement cannot be "banked," i.e., applied towards additional vacation days.

Vacation or PD may not be taken:

Immediately prior to, or following a month-long externship.

In the two weeks prior to the clinical year-end.

Maximum planned absence length allowed:

2 weeks (8 clinic shifts): during CLE404

3 weeks (12 clinic shifts): over the course of CLE412 and CLE450 combined.

A maximum of three consecutive weeks of planned absence is allowable. Absences from one specific shift may not exceed three consecutive weeks; excessive non-consecutive absence from one specific shift will be denied or may lead to assessment penalties.

If an intern is not present at, or does not complete a scheduled clinic shift due to illness or emergency, he/she is required to complete the Clinic Absence form and submit the form promptly upon his/her return. On-call shifts are available to interns who have missed clinic due to documented illness, emergency or statutory holidays. An on-call shift may be requested on the absence form must be submitted for approval in the drop box in the RSNC Student Message Centre at least **three weeks prior** to the requested shift date (Please note that this includes the last three weeks of the final clinical term.). Students who are absence from more than six clinic shifts due to illness/emergency may be required to use planned absence days to make up missed shifts, rather than on-call shifts. Students who absent from clinic for greater than six shifts or for extended leave periods should contact the Associate Dean, Clinical Education to make specific arrangements.

On-call shifts are not available to compensate for a withdrawal, suspension or having started the term late. Time taken off for an elective withdrawal will be made up after the end of the clinic year.

Infractions and Sanctions

An infraction is defined as a breach of professionalism, policy or procedure on the part of the intern.

Examples of Infractions:

1. Unexcused absence – absence not scheduled through Clinic Operations and no illness/emergency; no doctor's note when required.
2. Provision of treatment to a non-patient, or to anyone while outside the confines of a clinical shift at RSNC, its satellite clinics or externship placements.
3. Selling any products to RSNC patients. Specifically, interns may not use their BMS student discount to acquire and resell products to patients regardless of whether any profit is earned on the transaction.
4. Entering the patient record room.
5. Keeping patient charts overnight or taking them off-site.
6. Attempting to sign out patient charts when you are not the treating intern.
7. Advising a patient to walk-in as an acute for a non-acute condition.
8. Transferring rooms without re-booking at reception.
9. Repeated clinic dress-code violations
10. Refusing to cover laboratory, dispensary, acute or new patients when requested to do so.
11. Late attendance to any scheduled duty intern shift. Repeated late clinic attendance.

Sanctions will be considered on a case by case basis and determined by the Associate Dean of Clinical Education, the Associate Director of Clinic Services, and/or the Dean. A range of sanctions may be applied including warnings, loss of privileges, suspension, course failure and expulsion,

depending on both severity of the infraction and number of prior sanctions.

Business Cards and Advertising

Clinic interns are encouraged to use business cards, with the following guidelines:

1. The card is produced under the guidance of Marketing and Communications. A standard, consistent format is used. The design may not be altered in any way.
2. Personal telephone numbers and addresses are not permitted on student business cards.
3. The card shall clearly indicate that the person is a clinic intern.
4. The card may list only those degrees previously earned; however, the degree MD may not be used (see Annual Report 1988, p. 32 of the Board of Directors of Drugless Therapy - Naturopathy). The prefix Dr. may not be used even if one has earned a PhD. You may not list that you are a student or trainee in another health-related profession.
5. When acting as a representative of CCNM, the title ND (Cand.), or any other modification of the Naturopathic Doctor title, may not be used in any communication or marketing material (including business cards, email signatures, presentations, etc.).
6. The card shall in no way identify areas of naturopathic therapy (lifestyle, manipulation, homeopathy, etc.) or scopes of practice.
7. Clinic flyers and brochures are available from Marketing and Communications. Students are encouraged to take clinic flyers wherever they go and place them where they work, etc., to promote their practice at the RSNC at every opportunity. Flyers will be printed as needed for special events.
8. Public lectures are arranged for various organizations as an opportunity for third- and fourth-year students to promote their clinic services as RSNC interns, and to enhance their public speaking skills. Marketing and Communications organizes these lectures. Opportunities are advertised monthly in *RSNC Marketing News* (an e-newsletter circulated to all fourth-year interns) and are posted on the bulletin board in the corridor outside classroom 4.

Dress Code

The dress code for RSNC is “business-casual”, as outlined below, and is required of all interns on shift (including those on duty intern shifts). An intern who does not conform to the clinic dress code will be asked to leave and return wearing the appropriate attire.

General Dress Code Rules:

- Clean, neat, pressed clothing that reflects a professional appearance
- White lab coat with name tag are to be worn at all times and in all areas of the clinic.
- Minimal jewelry and/or visible piercings.
- Nails must be neat, clean and short. Dark coloured nail polish is discouraged.
- Long hair must be tied back.
- No scents/fragrances of any kind. CCNM is a scent free environment as a number of our patients are sensitive to scents and perfumes.
- No offensive body odour

Please refer to the Primary Intern Manual 2014-2015: Clinical Operations for specific examples of acceptable and not acceptable dress.

Etiquette

All clinic faculty are to be referred to in a manner corresponding to their professional designation. Students are expected to always interact with reception staff, clinical faculty and other members of the clinic community in a respectful and professional manner.

Clinic completion requirements:

The final year of clinical education requires successful completion of course work, clinical requirements and rotations (e.g., laboratory, botanical dispensary, etc.). In addition, the following minimum requirements must be completed:

RSNC, satellite clinics and externship program 1,032 hours
Preceptor program 100 hours, 100 patient contacts

For more information, see the Primary Intern Manual 2014-2015.

Residency Program

CCNM is committed to providing high quality postgraduate residence experiences for a limited number of qualified graduates from Council on Naturopathic Medical Education (CNME) accredited naturopathic medicine programs. The residencies will consist of increasingly independent clinical experiences, research opportunities, structured mentoring and advanced clinically focused curriculum components. The number of residencies provided each year will be dependent on the number of college-approved residency sites as well as the availability of qualified candidates.

Other College Policies with Potential Application to Students and Applicants

Drug-free Policy

CCNM will not tolerate, and will take action against, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on College premises by any employee or student, or by any employee or student conducting College business.

As a condition of College employment or enrolment, all employees and students agree to abide by the prohibition against controlled substances and to notify the College of any criminal drug statute conviction for a violation occurring in a location in which the College operates no later than five days after such a conviction. [View full policy.](#)

Fragrance-free Policy

Due to health concerns arising from exposure to scented products, CCNM is committed to providing a fragrance-free environment to all employees, students, residents, patients and visitors. Fragrances are defined as any product that produces a scent strong enough to be perceptible by others, including but not limited to cologne, after shave lotion, perfume, perfumed hand lotion, fragranced hair products, scented oils and/or similar products. Any student who is found in violation of this

policy on CCNM property will be issued a warning, and any further violation of this policy will result in progressive discipline up to and including suspension or expulsion from CCNM.

Please be aware that we have a number of students who have serious chemical sensitivities and anaphylactic allergies that can be life threatening. The College tries its best to provide a safe environment for these students. We expect the student body to support us in these efforts. Please be aware of those around you and do not consume food items that you know are sensitive to other students. [View full policy.](#)

Smoke-free Policy

The smoking of any substance is prohibited anywhere in the building and on the grounds of the College. [View full policy.](#)

AODA

The provincial government enacted the Accessibility for Ontarians with Disabilities Act (AODA) with the goal to create an accessible province by 2025. All members of the CCNM community are expected to provide consistently high customer service standards for all clients, students, patients and customers. All customer service provided by CCNM shall follow the ideals of dignity, independence, integration and equal opportunity.

CCNM will meet or exceed all applicable legislation regarding the provision of customer service for people with disabilities.

This policy applies to every person who deals with members of the public or other third parties on behalf of CCNM, whether the person does so as an employee, student, agent, volunteer or otherwise. An employee, student, agent, volunteer or otherwise is defined as anyone who has interaction with the public, CCNM students, patients at the Robert Schad Naturopathic Clinic (RSNC) or patients at the Ottawa Integrative Cancer Care Clinic (OICC). CCNM employees, students, agents and volunteers working at non-CCNM sites should be aware that the AODA policy at that site will apply.

CCNM will provide training about the provision of accessible goods and services to its employees, students and others who interact with persons who wish to obtain goods and services provided by CCNM. [View full policy.](#)

Bill 168

Bill 168 is an Act to amend the *Ontario Occupational Health and Safety Act* (OHSA) with respect to violence and harassment in the workplace. CCNM is committed to providing a safe work environment for all employees, students, and visitors. The College proclaims “zero-tolerance” for violence and therefore will not tolerate any acts of violence by or against any employee, contractor, student, patient, resident, or visitor.

“Workplace Violence” is any act in which a person is abused, threatened, intimidated or assaulted in the course of employment. Workplace violence includes threatening behaviour, verbal or written threats, verbal abuse and physical attacks.

Each member of the CCNM community is responsible for creating an environment that is free from workplace violence. Employees are required to report any violence or any serious potential of a violent situation immediately to management, security, or the Human Resources department. The Human Resources department is responsible for providing training to all workers on the harassment and violence policies. [View full policy.](#)

Equal Opportunity

The Canadian College of Naturopathic Medicine works to ensure that the principles of the Ontario Human Rights Code are reflected in our dealings with all of our constituents. The Ontario Human Rights Code states:

Every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, same-sex partnership status, family status, or handicap.

This applies to all matters of the College.

Harassment and Discrimination

All members of the CCNM community are expected to be sensitive to and respectful of other members of the community and those with whom they come into contact while representing CCNM. All forms of harassment and discrimination are prohibited.

Discrimination refers to action or behaviour that results in the unfavourable, adverse or preferential treatment related to the following prohibited grounds: race, colour, ancestry, place of birth, national origin, citizenship, creed, religious or political affiliation or belief, sex, sexual orientation, physical attributes, family relationship, age, physical or mental illness or disability or place of residence.

Harassment is a form of discrimination. It includes unwanted remarks, behaviour or communications in any form based on a prohibited ground of discrimination where the person responsible for the remarks, behaviour or communications knows, or ought reasonably to know these are unwelcome, unwanted, offensive, intimidating, hostile or inappropriate.

Sexual harassment means engaging in a course of vexatious comment or conduct of a sexual nature including, but not limited to: sexual assault, verbal abuse or threats of a sexual nature, unwelcome and repeated sexual invitations, dates, flirtations or requests, unwelcome innuendo or taunting about a person's body, physical appearance or sexual orientation.

Conduct also constitutes harassment, whether or not it is based on the prohibited grounds as listed above, when it creates an intimidating, demeaning or hostile working or learning environment.

If at any time you believe you are being subjected to harassment or discrimination, if you become aware of such conduct being directed at someone else, or if you believe another student or employee has received more favourable treatment because of discrimination, please promptly notify the director of human resources, the department dean, your supervisor or the president.

Please note that in addition to reporting harassment and discrimination, CCNM students, employees and faculty have a legal obligation to report to the Children's Aid Society when he or she believes on reasonable grounds that a child is or may be in need of protection.

This policy is intended to assist CCNM in addressing any conduct that is offensive and inappropriate in a learning and working environment. All reported incidents will be investigated under the following guidelines:

- All complaints will be kept confidential to the fullest extent possible and will be disclosed to such individuals necessary to permit the proper investigation and response to the complaint. No one will be involved in the investigation or response except those with a need to know.
- Anyone who is found to have violated the harassment and discrimination policy is subject to corrective action up to and including immediate expulsion or discharge. Corrective action will depend on the severity of the offence. Action will be taken to prevent an offence from being repeated.
- Retaliation will not be permitted against anyone who makes a complaint or who cooperates in an investigation.

[View full policy.](#)

Institutional Closure

To meet the standards required of the Postsecondary Education Quality Assessment Board (PEQAB), CCNM has created a policy on Institutional Closure. In the unlikely event that CCNM is required to close, to ensure that the needs of students and graduates are met, CCNM would:

1. Provide a "teach out" for existing cohorts;
2. Arrange with sister institutions across North America for the transfer of students who for personal reasons did not feel they could complete the program in the schedule associated with the "teach out"; and
3. Contract with a third party so that academic records would be maintained, and could be accessed by graduates, for a period of not less than 75 years.

[View full policy.](#)

Formal Complaint Policy

As required for the Council on Naturopathic Medical Education accreditation, CCNM maintains a formal process for receiving and responding to significant student complaints related to the ND program. Students with a serious complaint about the ND program should submit their concerns in writing to the President's Office, noting that the submission represents a formal complaint. The president will review all complaints, ensure that all necessary parties are consulted and attempt to resolve any matters in dispute.

Regulation and Licensure

Canada

Naturopathic practice is regulated under provincial law in five provinces: British Columbia, Alberta, Manitoba, Saskatchewan and Ontario. Nova Scotia has legislation which provides Title Protection. Naturopathic doctors are required to complete an undergraduate degree with prerequisite medical

studies at a recognized university, four years of full-time naturopathic education at a CNME-accredited naturopathic medical program, and pass rigorous regulatory board examinations that are standardized for North America.

For information on the practice of naturopathic medicine in Canada, contact the Canadian Association of Naturopathic Doctors/Association Canadienne des docteurs en naturopathie.

416-496-8633 or 1-800-551-4381

info@cand.ca

www.cand.ca

Ontario

The profession of naturopathic medicine has been regulated since 1925 in Ontario. The Board of Directors of Drugless Therapy - Naturopathy maintains a list of all naturopathic doctors who have met the requirements outlined above and passed provincial board examinations. Each active registrant is required to obtain 30 continuing education credits in each 24-month period. Regulation in Ontario is currently under transition to the *Naturopathy Act*, embraced within the *Regulated Health Professions Act (RHPA)*. It is anticipated this transition will be completed by March 31, 2014.

Board of Directors, Drugless Therapy - Naturopathy (BDDTN)

Tel: 416-866-8383

office@bddtn.ca

www.boardofnaturopathicmedicine.on.ca

Ontario Association of Naturopathic Doctors (OAND)

Tel: 416-233-2001

info@oand.org

www.oand.org

British Columbia

Naturopathic doctors have been licensed in BC since 1936 under the *Naturopathic Physicians Act*. Changes to legislation in 2009 resulted in the granting of prescribing authority for NDs. The provincial regulatory authority is The College of Naturopathic Physicians of British Columbia (CNPBC).

CNPBC

Tel: 604-688-8236

office@cnpbc.bc.ca

www.cnpbc.bc.ca

British Columbia Naturopathic Association

Tel: 800-277-1128

bcna@bcna.ca

www.bcna.ca

Alberta

As of August of 2012, the naturopathic profession in Alberta is regulated under Schedule 14 of the *Health Professions Act* of Alberta. Naturopathic doctors must meet the requirements for the

restricted activities they perform in their practice and must maintain competence for them. Upon proclamation of the legislation, the Alberta Association of Naturopathic Practitioners became the College of Naturopathic Doctors of Alberta which oversees the regulation of the profession.

College of Naturopathic Doctors of Alberta

Tel: 403-226-2246

www.cnda.net

Saskatchewan

Naturopathic doctors have been regulated since 1954 under the *Naturopathy Act* (revised 1978).

The Saskatchewan Association of Naturopathic Practitioners acts as both the professional association and the regulatory authority.

Saskatchewan Association of Naturopathic Practitioners

Tel: 306-955-2633

registrar@sanp.ca

www.sanp.ca

Manitoba

Naturopathic doctors in Manitoba have been regulated under *The Naturopathic Act* since 1946. The profession will be transitioning under umbrella legislation for all health care professionals in the next few years and the Manitoba Naturopathic Association acts as both the professional association and the regulatory authority.

Manitoba Naturopathic Association

(regulatory body/provincial association)

Tel: 204-947-0381

info@mbnd.ca

www.mbnd.ca

Quebec – unregulated

Quebec Association of Naturopathic Doctors

514-279-6629

www.qanm.org

New Brunswick – unregulated

New Brunswick Association of Naturopathic Doctors

Tel: 506-773-5053; fax: 506-773-5056

Newfoundland and Labrador – unregulated

Newfoundland and Labrador Association of Naturopathic Doctors

Tel: 709-722-4232

natpatkat@yahoo.ca

Nova Scotia

Naturopathic doctors have title protection under *The Naturopathic Doctors Act* passed in 2008. While the Act does provide regulation of the profession, in addition to title protection the Act provides recognition of the profession ensuring patients can claim ND services as a medical tax deduction.

Nova Scotia Association of Naturopathic Doctors

Tel: 902-542-5560

www.nsand.ca

North West Territories – unregulated

Northwest Territories Association of Naturopathic Doctors

Dr.redvers@gaiand.com

Nunavut – unregulated

No professional association.

Prince Edward Island - unregulated

Prince Edward Island Association of Naturopathic Doctors

902-894-3868

www.peiand.com

Yukon – unregulated

Yukon Naturopathic Association

867-456-4151

United States of America

At present, NDs are licensed in 17 U.S. states: Alaska, Arizona, California, Colorado, Connecticut, Hawaii, Kansas, Maine, Maryland, Minnesota, Montana, New Hampshire, North Dakota, Oregon, Utah, Vermont, Washington, the District of Columbia, and the territories of Puerto Rico and the U.S. Virgin Islands.

Active legislation campaigns to license NDs are underway in Idaho, Illinois, Iowa, Massachusetts, New York, Pennsylvania and Rhode Island.

The American Association of Naturopathic Physicians (AANP)

Tel: 202-895-1392

www.naturopathic.org

Licensing Examinations

To obtain a naturopathic medical diploma or degree that qualifies the recipient to sit for a licensing examination in a province or state with a licensing board and standards of practice, students must have attended a CNME-approved naturopathic medical program following three years of standard pre-medical education. Some naturopathic medical programs require a baccalaureate from an approved university as a prerequisite for entry into the program.

NPLEX (Naturopathic Physicians Licensing Examination)

NPLEX is the standard examination used by all licensing jurisdictions for naturopathic physicians in North America. It includes five basic science exams (anatomy, physiology, pathology, immunology, biochemistry and microbiology) that are taken after the first two years of naturopathic medical school. The clinical science examinations are taken following graduation (after the fourth year of school). They include: physical, clinical, and lab diagnosis, diagnostic imaging, botanical medicine, clinical nutrition, physical medicine, homeopathy, psychology, emergency medicine and pharmacology. Individual jurisdictions may require additional examinations in minor surgery and acupuncture before complete licensure.

Passing the NPLEX is only one aspect of the requirements to become licensed in any of the jurisdictions, and passing the exams does not guarantee that the examinee will be licensed.

North American Board of Naturopathic Examiners (NABNE)

NABNE is a non-profit organization established in 1999. Its purpose is:

- To set policies regarding the qualifications of applicants to sit for NPLEX;
- To set policies regarding the administration of the NPLEX;
- To verify the qualifications of applicants to take the NPLEX; and
- To administer those examinations at testing sites in the U.S. and Canada.

For more information visit www.nabne.org.

Vision

CCNM will make naturopathic medicine an integral part of health care through pre-eminent education, research and clinical services.

Mission

The Canadian College of Naturopathic Medicine will:

- Demonstrate excellence in education to our students, supporting them throughout their careers;
- Provide a working environment that allows our faculty and staff to excel;
- Expand our knowledge of naturopathic medicine through high quality research;
- Excel in delivering naturopathic medicine to our patients;
- Forge a strong relationship between allopathic and naturopathic medicine with a focus on affordable, accessible and effective health care;

... and so make the practice of naturopathic medicine widely acknowledged as key to maintaining patient health.

To drive CCNM in its pursuit of excellence in naturopathic medicine, CCNM's [Board of Governors](#) has developed a series of "Ends":

1. **Excellence in Education**

Educate naturopathic doctors on the basis of clear and focused curriculum, delivered by the most competent faculty, and graduate high-quality naturopathic doctors.

2. **High-Quality Clinical Services**

Provide high-quality naturopathic care in a clinical setting, resulting in positive educational experiences for students and positive outcomes for patients and clients.

3. **A Culture of in Research**

Conduct and disseminate research relevant to naturopathic medicine and help develop skills among faculty, students, and graduates that foster research activity and a culture of evidence-informed clinical practice.

4. **Prominent National Profile**

Increase the awareness and respect of the College among the profession, other health practitioners, government and the public.

5. **Change Agent**

Foster positive change in our health, our environment, and our health-care system through the promotion of the principles and practices of naturopathic medicine.

History

The Institute of Naturopathic Education and Research (INER) was incorporated under the Corporations Act (Ontario) in 1984. INER is registered as a charitable organization under the federal Income Tax Act. INER operates under the registered business name the Canadian College of Naturopathic Medicine (CCNM). CCNM receives no direct government funding.

A pioneer in Canadian naturopathic education, the Canadian College of Naturopathic Medicine first opened its doors in 1978 (as the Ontario College of Naturopathic Medicine in Kitchener). By 1983 the College was offering Canada's first four-year, full-time professional program in naturopathic medicine. In 1984 CCNM relocated to Toronto, where it has continued to grow, educating students from across Canada and around the world. CCNM's 4.3-acre campus includes an on-site 172-bed residence, modern classrooms, a well-equipped learning resources centre, a 248-seat lecture theatre, a healthy-foods cafeteria serviced by Hearty Catering and a bookstore/dispensary. The campus is also home to the Robert Schad Naturopathic Clinic, Canada's largest naturopathic teaching clinic.

Through excellence in health education, clinical services and research that integrate mind, body and spirit, the Canadian College of Naturopathic Medicine program graduates primary care doctors accomplished in the art and practice of naturopathic medicine.

CCNM is accredited by the Council on Naturopathic Medical Education (CNME). Accordingly, CCNM's program standards are held in high regard: they ensure that the education and training students receive equips them to practice the full scope of naturopathic medicine in the province of Ontario and other regulated and licensed jurisdictions across North America. The ND program is broadly composed of three main areas of study: biomedical sciences, clinical sciences, and the art and practice of naturopathic medicine.

CCNM's Board of Governors consists of naturopathic doctors and laypersons from a variety of disciplines who are elected by INER members. The Board's mandate is to govern the organization,

that is, the Corporation (INER) operating as the Canadian College of Naturopathic Medicine (CCNM), with a strategic perspective through effective policy governance and assurance of executive performance that allows the vision and ends of the organization to be achieved with excellence.

Academic Structure



Administration list

Name	Credentials	Title
Battistuzzi, Paul	BA, CA, York University	Chief Financial Officer
Bernhardt, Bob	B.Sc., B.Ed., M.Ed., LL.M, PhD, University of Guelph, University of Toronto, Osgoode Hall Law School, University of Toronto	President and Chief Executive Officer
Carino, Jasmine	B.Sc., ND, Laurentian University, CCNM	Associate Dean, Curriculum and Residency Program, Associate Professor
Daniels, Leah	LLB, Osgoode Hall Law School	Senior Policy Advisor
De Groot, Nick	B.Sc., ND, University of Toronto, CCNM	Dean
El-Hashemy, Shehab	MBChB, B.Sc., HBSc., ND, Cairo University (Egypt), Lakehead University, CCNM	Associate Dean, Academic Delivery Associate Professor
Lacroix, David	BA, M.Ed., York University, Central Michigan University	Executive Director, Student Services
Pownall, Keith	BA, LLB, LL.M, University of Toronto, University of Windsor, York University	Associate Professor, Legal Counsel
Prousky, Jonathan	B.Sc., BPHE, ND, M.Sc., University of Toronto,	Chief Naturopathic Medical Officer,

	Bastyr University, University of London	Professor
Seely, Dugald	B.Sc., ND, M.Sc. FABNO, Acadia University, CCNM, University of Toronto	Executive Director, OICC Director, Research
Young, Barbara	BA, York University	Executive Director, Human Resources
Zeifman, Mitchell	B.Sc., ND, University of Toronto, CCNM	Associate Dean, Clinical Education

Faculty

Name	Credentials	Title
Bakir, Nadia	B.Sc., ND, FCAH, DHANP, University of Toronto, OCNM, Canadian Academy of Homeopathy, Diplomate, Homeopathic Academy of Naturopathic Physicians	Clinic Supervisor, Associate Professor
Barlow, Kerry	B.Sc., ND, University of Guelph, CCNM	Instructor
Beernink, Cynthia	B.Sc., ND, Trent University, CCNM	Coordinator Years 1 & 2
Blyden-Taylor, Kimberlee	BA, ND, Columbia University, CCNM	Clinic Supervisor, Associate Professor
Brooks, Kristina	B.Sc., ND, University of Guelph, CCNM	Clinic Supervisor
Browman, Jessica	BA, ND, M.P.H., University of Toronto, CCNM University of Waterloo	Instructor
Burns, Shelley	BA, ND, Wilfrid Laurier University, CCNM	Clinic Supervisor
Chew, Tracy	B.Sc., PhD, McGill University, McMaster University	Instructor
Chow, Gabriella	B.Sc., ND, McGill University, CCNM	Clinic Supervisor
Clifford, Jason	B.Sc., ND, University of Guelph, CCNM	Research Resident
Cooley, Kieran	B.Sc., ND, M.Sc. (Cand.), University of Saskatchewan, CCNM, University of Toronto	Associate Director, Research, Assistant Professor
Cowan, Barbara	B.Sc., ND, McMaster University, CCNM	Clinic Supervisor
Creech, Allison	BA, ND, Duke University, CCNM	Instructor
Davis, Paul	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor
Denis, David	B.Sc., ND, University of Alberta, CCNM	Instructor
Dunk, Ken	DC, ND, FCAH, Canadian Memorial Chiropractic College, OCNM, Canadian Academy of Homeopathy	Clinic Supervisor, Instructor
Facca, Melanie	B.Sc., ND, University of Waterloo, CCNM	Instructor
Fraser, Ian	BA, M.Sc., PhD, University of Western Ontario, Dalhousie University	Instructor

Fritz, Axel	DC, Canadian Memorial Chiropractic College	Instructor
Georgousis, Alexia	BPE, Pre Med, ND, University of Calgary, University of Alberta, CCNM	Clinic Supervisor
Gilbert, Cyndi	BA, ND, Trent University, CCNM	Clinic Supervisor, Instructor
Gowan, Matt	B.Sc., ND, University of Waterloo, CCNM	Clinic Supervisor, Instructor
Gratton, Adam	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor, Assistant Professor
Greib, Lowell	B.Sc., M.Sc., ND, University of Waterloo, CCNM	Clinic Supervisor
Habib, Chris	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor
Hall, Alexander	B.Sc. (Eng.), P.Eng., ND, University of Guelph, CCNM	Clinic Supervisor, Assistant Professor
Henry, Nicole	B.Sc., ND, McMaster University, CCNM	Clinic Supervisor, Coordinator, IMG
Huff, Hal	BA, ND, M.Sc., Lakehead University, CCNM, McMaster University	Clinic Supervisor, Associate Professor
Hussein, Hind	B.Sc., M.Sc., Omdurman Ahlia University, Khartoum	Medical Laboratory Technologist Lead University of
Irons, Nastasia	BA, ND, Brock University, CCNM	Clinic Resident
Kassam, Neemez	M.Sc., ND, Bastyr University, CCNM	Instructor
Khalili, Afsoun	B.Sc., ND, Concordia University, CCNM	Clinic Supervisor, Associate Professor
Kiani, Payam	B.Sc., ND, FABNO, McMaster University, CCNM	Clinic Supervisor
Lad, Ajay	B.Sc., ND, Queen's University, CCNM	Clinic Supervisor
Laic, Carol	B.Sc., M. Ed., ND, University of Toronto, CCNM	Instructor
Lander, Daniel	B.Sc., ND, University of Guelph, CCNM	Clinic Supervisor, Associate Professor
McConnell, Sean	BA, ND, Concordia University, CCNM	Clinic Supervisor
McCrinkle, Louise	B.Sc., ND, University of Alberta, CCNM	Clinic Supervisor
Meffe, Christina	BPHE, ND, University of Toronto, CCNM	Clinic Supervisor
Meyer, Caroline	BA, ND, McMaster University, CCNM	Clinic Supervisor, Instructor
Mitha, Rupl	B.Sc., ND, University of Guelph, CCNM	Clinic Supervisor
Montgomery, Kaleb	B.Sc., Doctor of Traditional Chinese Medicine, University of Toronto, International College of TCM Vancouver	Instructor
Nasagar, Adrian	BA, ND, McMaster University, CCNM	Instructor
Pachkovskaja, Nellie	MD, CMS (PhD), University of Medicine (USSR)	Professor, Senior Coordinator
Parikh-Shah, Sejal	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor

Patel, Rita	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor
Pickrell, Chris	B.Sc., ND, University of Calgary, CCNM	Clinic Supervisor, Instructor
Popov, Larissa	B.Sc., ND, University of Waterloo, CCNM	Instructor
Psota, Erin	B.Sc., ND, University of Waterloo, CCNM	Clinic Supervisor, Instructor
Quinn, Lauren	B.Sc., ND, Mount Allison University, CCNM	Clinic Resident
Ragbir, Rajesh	B.Sc., ND, University of West Indies, CCNM	Clinic Supervisor
Raina, Romi	B.Sc. & BA, ND, McMaster University, CCNM	Clinic Supervisor
Rennie, Pat	B.Sc., ND, University of Guelph, OCNM	Clinic Supervisor
Roberts, Chris	B.Sc., B.Ed., ND, University of Toronto, CCNM	Instructor, Clinic Supervisor
Salsberg, Annie	BA, ND, McGill University, CCNM	Clinic Supervisor
Saunders, Paul	PhD, ND, DHANP, Duke University (USA), OCNM, National College of Naturopathic Medicine, Diplomate Homeopathic Academy of Naturopathic Physicians	Clinic Supervisor, Adjunct Professor
Shainhouse, Jill	B.Sc., ND, FABNO, University of Western Ontario, CCNM	Clinic Supervisor, Instructor
Shapoval, Maria	B.Sc., ND, University of Toronto, CCNM	Instructor
Singh, Onkar	B.Sc., ND, McMaster University, CCNM	Clinic Supervisor
Smith, Lisa	B.Sc., ND, University of Ontario, Institute of Technology & University of Western, CCNM	Clinic Resident
Solomonian, Leslie	B.Sc., ND, University of Guelph, CCNM	Clinic Supervisor, Assistant Professor
Tahiliani, Sasha	B.Sc., ND, McMaster University, CCNM	Coordinator, Continuing Education
Tebruegge, Peter	B.Sc., RMT, ND, University of Windsor, Ontario Business College, CCNM	Clinic Supervisor, Instructor
Terzic, Ljubisa	MD, University of Sarajevo	Associate Professor
Tokiwa, Jonathan	B.Sc., RN, ND, University of Toronto, Seneca College, CCNM	Clinic Supervisor, Associate Professor
Truscott – Brock, Erin	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor
Tsui, Teresa	B.Sc., ND, M.Sc., University of Toronto, CCNM	Clinic Supervisor
Uraz, Zeynep	B.Sc., ND, Acadia University, CCNM	Clinic Supervisor, Associate Professor
Villegas, Pilar	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor
Vu, Alan	B.Sc., ND, University of Toronto, CCNM	Clinic Supervisor, Instructor
Wilde, Jonathan	B. Comm., MBA, Dalhousie University, Harvard University	Assistant Professor

Wong, Ellen	B.Sc., ND, University of Waterloo, CCNM	Clinic Supervisor, Assistant Professor
Zambri, Rena	B.Sc., ND, FCAH, University of Toronto, CCNM,	Clinic Supervisor

Note: This list was accurate at time of creation, but is subject to ongoing change.