

Residency Program Application Package

2019-2020



CCNM

Canadian College of
Naturopathic Medicine



2019-2020 Residency Application Package

Residency Application

Section A





CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

TABLE OF CONTENTS

INTRODUCTION	4
I - Instructions.....	5
II - Timelines.....	5
III - Checklist.....	6
LIST OF AVAILABLE RESIDENCY PROGRAM SITES	7
I - CCNM Clinical Residency	8
II – East Coast Naturopathic Clinic Residency	10
III – Integrative Cancer Centre Residency.....	12
IV – Marsden Centre Residency	14
V – Ottawa Integrative Cancer Centre Residency	16
PERSONAL STATEMENT	18
ESSAY QUESTION 1	18
ESSAY QUESTION 2	18
ESSAY QUESTION 3	18
PERSONAL DATA FORM	20
VERIFICATION OF APPLICATION AUTHENTICITY & INTEGRITY	21
Electronic Signature Acknowledgement	21
PERSONAL PREFERENCE FORM	22
GUIDELINES FOR LETTERS OF REFERENCE	24
Instructions to the Applicant.....	24
Instructions to the Evaluator	24
RESIDENCY APPLICANT EVALUATION FORM	25
RESIDENCY PREFERENCE LIST (RPL)	30
Instructions:	30
Electronic Matching Process Verification:	30
Electronic Matching Process Agreement:.....	30
MATCHING PROGRAM GUIDELINES	31



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

INTRODUCTION

Dear Applicant,

Thank you for your interest in applying for the residency programs associated with the Canadian College of Naturopathic Medicine (CCNM). We are pleased to offer opportunities and diversity in residency training in Canada. We welcome new affiliate sites and will communicate those openings as soon as they are available.

The following **Residency Application Package** consists of 4 parts:

- **Section A** provides a detailed summary of the residency sites available, timelines, and general instructions in completing the residency package.
- **Section B** includes a fillable pdf for the Personal Data form and Personal Preference form you should submit to resume@ccnm.edu by **March 29, 2019**.
- **Section C** is a package that you can forward to your referees to complete. This also should be received by **March 29, 2019**.
- **Section D** is a fillable pdf where you submit your Residency Preference List by **April 29, 2019** to resume@ccnm.edu.

We look forward to receiving your completed applications. Please submit all required documents by **Friday, March 29, 2019**.

Should you have any questions regarding the application process, please do not hesitate to **Sheeman Barakzai, HR Administrator** at sbarakzai@ccnm.edu or **416-498-1255 ext 349**.

Once again, I thank you for your interest and wish you luck in applying for this valuable opportunity.

Sincerely,

Jasmine Carino, ND
Associate Dean, Curriculum and Residency Program



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

I - Instructions

Please be advised that completed application packages containing all required elements must be submitted prior to the deadline by **5 p.m.** It is your responsibility to understand and comply with all deadlines and ensure that all forms, documentation and other required elements of the application are submitted to the selection committee on time. Incomplete applications will not be considered.

The goal of the Resident Selection Committees for each of the Residency sites is to select residency candidates who best meet the needs and requirements of the position as well as those who will excel beyond the minimum expectations of the program. As such, not all applicants will be invited for an interview. Candidates selected for interview should possess all of the following attributes:

1. Appropriate educational prerequisites as documented through the required official transcripts.
2. Demonstration of excellent written communication skills through his/her personal statement.
3. Ability to project a strong ethical and moral character and to clearly articulate one's expectations, visions, and goals in his/her cover letter or essay.
4. Ability to carefully reason and provide thoughtful, mature, and deliberate responses to the issues presented in the essay questions.
5. Strong background of relevant experiences, scholarly activities, teaching, and leadership experiences as documented in a résumé.
6. Strong letters of reference as attested and verified by the applicant's chosen clinical supervisors/evaluators.
7. During the interview, applicants should also demonstrate their professionalism, communication skills, and innate understanding of naturopathic philosophy to the satisfaction of the Resident Selection Committee.

II - Timelines

Mar. 29, 2019	Deadline for Residency Applications.
Apr.1-8, 2019	Candidates are contacted for interviews.
Apr.8-26, 2019	Interview period. This will be coordinated with each site.
Apr. 29, 2019	Submit Residency Preference List* (Section D) to CCNM.
May 3, 2019	Residency Selection Committee convenes. Candidates are contacted during this week.
Fall 2019	Official start date determined by residency sites.

***Note:** Applicants can only list in their ranking those sites for which they were interviewed and willing to accept the residency position if matched, regardless of the listed rank. Also, residency sites will only list in their ranking, those residents they would be willing to accept, regardless of the listed rank.



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

III - Checklist

To complete the Residency Application file, candidates must submit the following items. We strongly encourage using this as a checklist to ensure all necessary application components have been included.

- Personal Statement for **each** residency site that you are applying for – Section A
- Three Residency Essay Questions – Section A
- Personal Data Form – Section B
- Personal Verification Form – Section B
- Personal Preference Form - Section B
- References (Residency Applicant Evaluation Forms and letters of reference) – Section C
- Résumé or curriculum vitae
- Academic Transcripts
 - ND Program: If you a CCNM student, please advise Student Services to send an electronic copy to resume@ccnm.edu
 - All other official transcripts
- Official Basic Science NPLEX I results

Where possible, submit all elements of your application in electronic form to:
resume@ccnm.edu

The Canadian College of Naturopathic Medicine
1255 Sheppard Avenue East
Toronto, ON M2K 1E2



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

LIST OF AVAILABLE RESIDENCY PROGRAM SITES

CCNM Clinical Residency		
 CCNM Canadian College of Naturopathic Medicine		
East Coast Naturopathic Clinic Residency		
 EAST COAST NATUROPATHIC CLINIC		
Integrative Cancer Centre Residency		
 CCNM Integrative Cancer Centre Canadian College of Naturopathic Medicine		
Marsden Centre Residency		
 Marsden Centre for Excellence In Integrative Medicine		
Ottawa Integrative Cancer Centre Residency		
OICC OTTAWA INTEGRATIVE CANCER CENTRE		CCIO CENTRE DE CANCÉROLOGIE INTÉGRATIVE D'OTTAWA



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

I - CCNM Clinical Residency

POSITION SUMMARY

The role is a 2-year residency program at The Canadian College of Naturopathic Medicine. There are 3 positions available, and the start date is Fall 2019.

KEY DUTIES

Key duties of the CCNM Clinical Resident will include:

- Assisting in the clinical training and supervision of interns at the Robert Schad Naturopathic Clinic (RSNC) and at satellite clinics
- Being a teaching assistant/small group facilitator for selected courses
- Participating on at least one College committee
- Completing an approved research project by the end of each residency year
- Engage in student evaluations including Objective Structured Clinical Examinations (OSCE's)
- Supporting the biannual file audit process for the RSNC
- Develop and maintain a private clinical practice (4 hours/week in the first year)
- Performing other duties as assigned by the Associate Dean, Curriculum and Residency Program

Each CCNM Clinical Resident will be mentored by a member of the faculty and will be included in the faculty development days. Residents will be supported in their development of their teaching and research skills. Each Resident must cooperate fully with the College's health & safety awareness program.

QUALIFICATIONS

- The Resident must be a graduate of a CNME approved college, has passed the College of Naturopaths of Ontario (CONO) entry-to-practice examinations by August 2019, and be registered with CONO.
- The Resident should possess a high level of diagnostic and therapeutic skills, communication skills, teaching and/or research ability or experience, and some administrative experience.

SCOPE OF PRACTICE

Residents will be practicing under the policies, standards and guidelines defined by the College of Naturopaths of Ontario (CONO) in the province of Ontario. CONO regulates its naturopathic doctors in the following therapies:

- Acupuncture and Asian medicine
- Botanical medicine
- Clinical nutrition
- Homeopathy
- Hydrotherapy
- Intravenous/infusion therapy
- Naturopathic manipulation and physical medicine
- Prescribing
- Prevention and lifestyle counseling



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

To obtain licensure for the above scope of practice, Ontario requires the successful completion of the CONO entry-to-practice examinations, as well as practical examinations in acupuncture, physical examination and instrumentation, and manipulation. These practical examinations are offered at different times and can be reviewed on the CONO website, but must be successfully passed prior to the start of the residency. In addition, during the first year, residents are expected to successfully complete appropriate coursework and be authorized to prescribe drugs.

COMPENSATION & BENEFITS

- Base salary of \$40,027.84
- One private clinic shift (4 hours in Year 1, 7 hours in year 2) per week
- Vacation Benefits
- Health Insurance Coverage, after successfully completing three months of the program
- Discounted or Tuition-free access to CCNM-sponsored Continuing Education programs when possible
- Professional Development
- 80% off of Ontario Association of Naturopathic Doctors (OAND) **or** Canadian Association of Naturopathic Doctors (CAND) membership dues
- Successful completion of the 2-year Residency Program requirements is acknowledged with the award of a Certificate of Completion by CNME

CONTACT INFORMATION

Dr. Jasmine Carino, ND
1255 Sheppard Ave E
Toronto, ON M2K 1E2
(416) 498-1255 ext. 301
jcarino@ccnm.edu

Please note that the resident must be registered with CONO prior to starting the residency. If the successful applicant is unable to be registered for fall registration, then the position may be offered to a licensed candidate on the alternate list.



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

II – East Coast Naturopathic Clinic Residency

POSITION SUMMARY

The role is a 2-year residency in Bedford, Nova Scotia, under the supervision of Bryan Rade ND, in a busy clinic that houses two NDs and two naturopathic residents currently. Patients with a spectrum of concerns come to the clinic, with a focus on borreliosis/coinfections, complex chronic illness, integrative oncology, chronic pain, autism spectrum disorder, PANDAS/PANS, mold illness and neurological disorders.

KEY DUTIES

Key duties of the ECNC Resident will include:

- Resident-Patient Interactions (20 – 30 hours per week)
 - Resident seeing his/her own patients
 - Performing therapies for Dr. Rade's patients (e.g. acupuncture IV therapy, thermography scans, injection therapies, etc.)
 - Shadowing Dr. Rade during his patient visits
- Research Activities (5 hours per week)
 - Literature searches on new therapies, looking up treatment mechanisms of action/interactions as needed, compiling data, conducting in-office research initiatives on patients
 - Opportunity for the Resident to explore areas s/he is interested in, with subsequent presentation to Dr. Rade and other clinicians
- Practice Management:
 - Dr. Rade will discuss practice management with the Resident during some of their weekly meetings. Topics include attracting new patients, maintaining patients, financial considerations, dispensary management, etc.
 - The Resident will be asked to conduct public lectures (in-office and out of office) and write articles for local publications and the clinic website
- Continuing Education (5 hours per week)
- Mentorship (4 – 7 hours per week)
 - Dr. Rade and the Resident will have dedicated time to discuss diagnostic and treatment approaches, with the goal of refining the Resident's clinical abilities.
 - Dr. Rade will review a wide range of clinical topics and therapies in which he is trained, including:
 - DAN doctor approach to autism spectrum disorder
 - Methylation pathway assessment and treatment
 - Injection therapies (Neural Therapy, Neural Prolotherapy, Prolotherapy, Platelet-Rich Plasma, Ozone Therapy, Ozonated Clot Matrix Therapy)
 - Chelation Therapy
 - Small Intestine Bacterial Overgrowth (SIBO) testing and treatment
 - Endobiogenic Medicine
 - Biological Medicine
 - Darkfield Microscopy
 - Contact Regulation Thermography
 - Family Constellation Therapy
 - Musculoskeletal Ultrasound (assessment and image-guided injections)



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

- Pulsed Electromagnetic Field Therapy
- Pain Neutralization Technique
- Isopathic Therapy
- Low Dose Allergen Therapy/Low Dose Immunotherapy
- Cycles and Segments method of constitutional homeopathy
- Quantum Neurology

QUALIFICATIONS

- The Resident must be a graduate of a CNME approved college, have written the NPLEX clinical sciences examinations and comply with all requirements to become a member of the Nova Scotia Association of Naturopathic Doctors
- The Resident should possess a high level of diagnostic, therapeutic, and communication skills and be motivated to work in a busy clinic environment
- The Resident must obtain certification in IV therapy within two months of beginning the residency.

SCOPE OF PRACTICE

The scope of practice in Nova Scotia is broad in that it does not have a restricted acts list. Nova Scotia ND's are permitted to practice naturopathic medicine using naturopathic therapies.

- Acupuncture and Asian medicine
- Botanical medicine
- Clinical nutrition
- Homeopathy
- Hydrotherapy
- IV therapy
- Naturopathic manipulation and physical medicine
- Prevention and lifestyle counseling
- Injection therapies

COMPENSATION & BENEFITS

- First year of residency: \$3,000/month & Second year of residency: \$4,500/month
- Complementary tuition for Dr. Rade's ozone therapy certification course and perineural injection therapy course
- Vacation Benefits
- Successful completion of the 2-year Residency Program requirements is acknowledged with the award of a Certificate of Completion by CNME

CONTACT INFORMATION

Dr. Bryan Rade ND
East Coast Naturopathic Clinic
30 Damascus Rd – Unit 101
Bedford NS B4A 0C1
(902) 252-3080
eastcoastnaturopathic@gmail.com



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

III – Integrative Cancer Centre Residency

POSITION SUMMARY

This position is ideal for a naturopathic medicine graduate who has a specific interest in cancer care and research. The role is a 2-year residency program at the Integrative Cancer Clinic (ICC) located within the Canadian College of Naturopathic Medicine endorsed by American Board of Naturopathic Oncology (ABNO). There is one position available with a Fall 2019 start date.

KEY DUTIES

Key duties of the ICC Resident will include:

- Assisting in the clinical training and supervision of interns at the Integrative Cancer Centre (ICC)
- Participating in patient care at the ICC
- Engaging in public educational talks on the topic of naturopathic integrative oncology
- Supervising the patients receiving infusion therapy
- Completing an approved research project
- Oncology rotations at Sunnybrook, Southlake Regional Hospital, and Markham-Stouffville
- Performing other duties as assigned by the Director, Integrative Cancer Centre

QUALIFICATIONS

- The Resident must be a graduate of a CNME approved college, has passed the College of Naturopaths of Ontario (CONO) entry-to-practice examinations by August 2019, **and/or** be registered with CONO.
- The Resident should be collaborative, personable and have an interest and aptitude for public speaking.
- The Resident should possess a high level of diagnostic and therapeutic skills, communication skills, teaching and/or research ability or experience, and some administrative experience.

SCOPE OF PRACTICE

Residents will be practicing under the policies, standards and guidelines defined by the College of Naturopaths of Ontario (CONO) in the province of Ontario. CONO regulates its naturopathic doctors in the following therapies:

- Acupuncture and Asian medicine
- Botanical medicine
- Clinical nutrition
- Homeopathy
- Hydrotherapy
- Intravenous/infusion therapy
- Naturopathic manipulation and physical medicine
- Prescribing
- Prevention and lifestyle counseling

To obtain licensure for the above scope of practice, Ontario requires the successful completion of the CONO entry-to-practice examinations, as well as practical examinations in acupuncture, physical examination and instrumentation, and manipulation. These practical examinations are offered at



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

different times and can be reviewed on the CONO website, but must be successfully passed prior to the start of the residency. In addition, during the first year, residents are expected to successfully complete appropriate coursework and be authorized to perform Intravenous therapy and prescribe drugs.

COMPENSATION & BENEFITS

- Base salary of \$40,027.84
- Vacation Benefits
- Health Insurance Coverage, after successfully completing three months of the program
- Discounted or Tuition-free access to CCNM-sponsored Continuing Education programs when possible
- Professional Development
- 80% off of Ontario Association of Naturopathic Doctors (OAND) **or** Canadian Association of Naturopathic Doctors (CAND) membership dues
- Successful completion of the 2-year Residency Program requirements is acknowledged with the award of a Certificate of Completion by CNME

Please note that the resident must be registered with CONO prior to starting the residency. If the successful applicant is unable to be registered for fall registration, then the position may be offered to a licensed candidate on the alternate list.

CONTACT INFORMATION

Dr. Dan Lander, Director
Integrative Cancer Centre
1255 Sheppard Ave E
Toronto, ON M2K 1E2
(416) 498-1255 ext. 249
dlander@ccnm.edu



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

IV – Marsden Centre Residency

POSITION SUMMARY

This position is ideal for a naturopathic medicine graduate who is strong in the human biology sciences and wants focused training in managing patients with cancer, environmental concerns, and using infusion therapy. This residency is a 2-year residency program at the Marsden Centre of Naturopathic Excellence (MCNE) in Maple, Ontario. There is 1 position available and the start date is in Fall 2019, contingent on the resident being parenteral-certified. Information about the clinic can be found at the following URL: www.mcne.ca.

KEY DUTIES

Key duties of the first-year MCNE Resident will include:

- New patient assessment with focus on case management occurring in the second year
- Initiating and monitoring naturopathic infusion therapy
- Managing inventory related to infusion therapy
- Managing lab services both in-house and out of house
- Propose 2 research or outreach projects and plan for deployment including, if needed, determining funding sources. These research projects will be delivered in the second year.
- Developing and deploying public and inter-professional education program on the topic of naturopathic therapies, cancer prevention, treatment and the role of environment in disease.
- In Year 2, the resident will present at MCNE continuing education seminar series.

QUALIFICATIONS

- The Resident must be a graduate of a CNME approved college, has passed the College of Naturopaths of Ontario (CONO) entry-to-practice examinations by August 2019, **and/or** be registered with CONO.
- This position is ideal for a naturopathic medicine graduate who is strong in the human biological sciences and wants focused training in managing patients with cancer, environmental concerns, and using infusion therapy. The residency program is busy, with an anticipated workload over 40 hours per week.

SCOPE OF PRACTICE

Residents will be practicing under the policies, standards and guidelines defined by the College of Naturopaths of Ontario (CONO) in the province of Ontario. CONO regulates its naturopathic doctors in the following therapies:

- Acupuncture and Asian medicine
- Botanical medicine
- Clinical nutrition
- Homeopathy
- Hydrotherapy
- Intravenous/infusion therapy
- Naturopathic manipulation and physical medicine
- Prescribing
- Prevention and lifestyle counseling



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

To obtain licensure for the above scope of practice, Ontario requires the successful completion of the CONO entry-to-practice examinations, as well as practical examinations in acupuncture, physical examination and instrumentation, and manipulation. These practical examinations are offered at different times and can be reviewed on the CONO website, but must be successfully passed prior to the start of the residency. In addition, during the first year, residents are expected to successfully complete appropriate coursework and be authorized to prescribe drugs.

COMPENSATION & BENEFITS

- Base salary of \$40,000 per annum
- \$300 continuing education for outside CE
- 2 weeks paid vacation
- Successful completion of a 2-year Residency Program with MCNE is acknowledged with the award of a Certificate of Completion by CNME

Please note that the resident must be registered with CONO prior to starting the residency. If the successful applicant is unable to be registered for fall registration, then the position may be offered to a licensed candidate on the alternate list.

CONTACT INFORMATION

Dr. Eric Marsden, ND
Marsden Centre of Naturopathic Excellence
2338 Major Mackenzie Drive (Major Mackenzie & Keele)
Maple, Ontario
L6A 3Y7
Phone: 905-508-4498
Fax: 905-508-4827
e-mail: info@mcne.ca



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

V – Ottawa Integrative Cancer Centre Residency

POSITION SUMMARY

This position is ideal for a naturopathic medicine graduate who has a specific interest in both cancer care and research. Expectation is that the resident will be parenterally trained by the start of the residency, and demonstrate interest in research, ideally with a publication history. The role is a 1-year renewable residency program at Ottawa Integrative Cancer Centre (OICC). There is 1 position available, and the start date is Fall 2019.

KEY DUTIES

Key duties for the OICC Oncology Research Residency will include:

- Participating in consultative clinical care of oncology patients
- Providing parenteral therapy support and training
- Conducting synthesis research
- Providing case management for patients on the cancer journey
- Developing expertise in oncology through mentorship through onsite practitioners
- Being involved in community outreach and education
- Involved in the development and conduct of clinical trials
- Engaging in the conduct and development of clinical trial and observational research
- Participating in oncology-focused CE development to be provided internally at the OICC and available externally for the ND profession
- Being involved in other team building, research, and clinical duties as assigned by the Director of OICC

QUALIFICATIONS

- The Resident must be a graduate of a CNME approved college, has passed the NPLEX clinical sciences examinations by August 2018, and be registered with the College of Naturopaths of Ontario.
- The candidate should be confident, collaborative, personable and have an interest and aptitude for public speaking

SCOPE OF PRACTICE

Residents will be practicing under the policies, standards and guidelines defined by the College of Naturopaths of Ontario (CONO) in the province of Ontario. CONO regulates its naturopathic doctors in the following therapies:

- Acupuncture and Asian medicine
- Botanical medicine
- Clinical nutrition
- Homeopathy
- Hydrotherapy
- Intravenous/infusion therapy
- Naturopathic manipulation and physical medicine
- Prescribing
- Prevention and lifestyle counseling



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

To obtain licensure for the above scope of practice, Ontario requires the successful completion of the CONO entry-to-practice examinations, as well as practical examinations in acupuncture, physical examination and instrumentation, and manipulation. These practical examinations are offered at different times and can be reviewed on the CONO website, but must be successfully passed prior to the start of the residency. In addition, during the first year, residents are expected to successfully complete appropriate coursework and be authorized to prescribe drugs.

COMPENSATION & BENEFITS

- Base salary of \$40,027.84
- Vacation Benefits
- Health Insurance Coverage, after successfully completing three months of the program
- Discounted or Tuition-free access to CCNM-sponsored Continuing Education programs when possible
- Professional Development
- Successful completion of the Residency Program requirements is acknowledged with the award of a Certificate of Completion by CNME

Please note that the resident must be registered with CONO prior to starting the residency. If the successful applicant is unable to be registered for fall registration, then the position may be offered to a licensed candidate on the alternate list.

CONTACT INFORMATION

Dr. Dugald Seely, Executive Director
29 Bayswater Ave
Ottawa, ON K1Y 2E5
1 (855) 546-1244
dseely@oicc.ca



CCNM
Canadian College of
Naturopathic Medicine

2019-2020 Residency Application Package

PERSONAL STATEMENT

Write a concise one page (12 font typed, double-spaced, single-sided with 1 inch margins) personal statement for **each** program to which you are applying, then write your name in the upper right hand corner of the page. In this statement, describe the following:

- a. Your reasons for applying to that particular program/site;
- b. Your expectations from the program;
- c. Why you think your application should be strongly considered;
- d. Your future plans upon completion of the residency program, and;
- e. For oncology-based programs (MCNE), be very specific about your interest in oncology and why you have chosen to apply for this program.

Instructions for answering the essay questions

Please answer both mandatory essay questions as well as any essay questions specific to each site that you are applying for. These questions are required as part of your residency application. For each essay question below, write a complete, concise, one page (12 font typed, double spaced, single sided with 1 inch margins) answer. Type your name in the upper right hand corner of the page.

ESSAY QUESTION 1

Being an effective clinical resident requires possessing not only professional leadership skills but also the ability to work well within a team.

- a. How do you envision integrating these two seemingly different qualities in your role as a resident?
- b. Please cite an example from your own experience wherein you achieved this.

ESSAY QUESTION 2

Part of the experience of working in a clinical setting involves interactions with a diverse environment of patients, office staff, students and other physicians. Situations sometimes arise that involve ethical dilemmas or various types of conflict.

- a. Discuss how you approach conflict resolution and ethical dilemmas.
- b. Please cite an example from your own experience wherein you applied this approach.

ESSAY QUESTION 3 (Site-Specific Essay Questions)

If applying to **CCNM Clinic Residency** please respond to this question:

An important component of being a resident is the ability to use one's teaching skills in the clinical setting.

1. What is your philosophy of teaching?
2. By what standard would you measure your effectiveness as an instructor?
3. Please cite an example from your own experience wherein you applied this philosophy.