

Are you considering hiring an associate?

Does hiring a new graduate for your clinic appeal to you?

Does Docere resonate with you beyond patient and community interaction?

Are you interested in mentoring the next generation of naturopathic doctors?

If so, consider being a Residency Host for a Naturopathic Resident!

What are Residencies?

Affiliate Site Residencies are post-graduate naturopathic medical programs provided in a medical environment, where residents receive supervised learning experiences intended to increase professional competence and develop greater confidence in clinical judgment.

What are the benefits of hosting a resident at your clinic?

- For the cost of hiring a medical assistant with limited clinical experience, the program can serve as an ***on-the-job audition of a future potential associate*** who can help grow the practice.
- As part of developing practice management and networking skills, the resident is expected to engage in activities that will ***draw patients to your clinic***.
- In order for the resident to understand the business aspects of managing a successful practice, the resident is expected to ***perform key administrative tasks***. However, while the resident is expected to learn the administrative duties, they cannot be expected to be the sole individual responsible for such duties and these administrative duties should only represent a small fraction of their duties.
- As the resident begins to see patients more autonomously, the clinic will increase its capacity to see more patients and thus ***generate more revenues***.
- The affiliate site will play an important role in growth and ***strengthening of the naturopathic profession*** by training new graduates and in turn would enhance licensing initiatives and thereby give more patients access to naturopathic care.
- The affiliate site will receive ***recognition as host of a CNME-approved affiliate residency program*** during the terms of the operating agreement.

What is CCNM's role in this?

- CCNM ensures that the residency training site meets CNME accreditation standards.
- The human resources department of CCNM is involved in the recruitment of residents for all of the residency sites.
- Leadership and guidance is provided to hosts, ensuring a sound educational experience is provided for residents at the affiliate site.
- Research collaboration may be possible between the host clinic and CCNM.

How long is the term?

A residency program must be a fulltime (minimum 35 hrs/week) appointment with minimum term of 12 months. The resident's appointment may be limited to a single year or renewed and extended as appropriate to a maximum of 24 months.

What is expected of a Residency Host?

- The affiliate site should provide the resident a **supportive structured learning environment** through didactic and experiential activities. These activities include case conferences, mentor meetings, journal clubs, patient care, and other clinic activities.
- Provide the resident the **appropriate clinic space** to provide patient care which meets the standards set by the profession.
- Employ the resident to a **full-time position** (minimum of 40 hours per week) for a period of at least 12 months.
- Provide a **salary** and compensation package that may include additional benefits (i.e. paid vacation/sick leave, medical, dental, CE allowance, etc) depending on the resources of the clinic. While the minimal salary is up to the host, a minimal expectation is a base salary of \$35,000.
- Give the resident access and an opportunity to participate in **professional development** activities.
- Submit additional documents to CCNM as necessary to maintain CNME recognition.

What are the benefits to the resident?

The resident's clinical skills will be enhanced through a structured mentoring process.
The resident will attain key clinical and practice management competencies.
The resident will receive an official CNME Certificate upon completion of the program.

If you are interested in being an affiliate site host, or have further questions, please contact Dr. Jasmine Carino, ND.

Contact for more information:

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