



NATUROPATHIC EDUCATION AND RESEARCH CONSORTIUM

Welcome to the Naturopathic Education and Residency Consortium (NERC).

NERC's purpose is to provide accredited community based residency opportunities for Naturopathic Physicians. Residency opportunities for Naturopathic Physicians are currently limited with only a fraction of the graduating N.D.s being placed. Providing additional naturopathic residencies that will help to deliver highly competent Naturopathic Physicians who can practice in a diverse array of situations, and be successful, is the priority of the Naturopathic Research and Education Consortium.

NERC Mission Statement:

Our goal is to increase post-graduate residency and training opportunities for NDs; Educate residents in clinical practice settings; Support and conduct clinical research in private practice settings; Educate community and allied practitioners in collaborative medicine; Maximize our contribution to the health care system

Benefit to Becoming a NERC Site:

- * Mentor naturopathic graduate while providing additional services to your patients.
- * Opportunity to conduct clinical research in your office.

Have Questions?

If you have any questions, the website can be quite helpful. If you can't find what you are looking for there, please feel free to contact Drs. Hudson or Beeson at the contact info found below.

Sincerely,

Tori Hudson N.D. and Magaret Beeson N.D.

A Woman's Time
2067 NW Lovejoy
Portland, OR 97209
t. 503 222-2322
f. 503-222-0276
womanstime@aol.com

Yellowstone Naturopathic Clinic
720 N. 30th Street
Billings, MT 59101
t. 406-259-5096
f. 406-248-5655
mbeeson@yncnaturally.com



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

Description of a NERC Integrative Medicine Clinical Rotation

One of the founding visions of the integrative medicine residency has been to facilitate bridge building between the conventional and naturopathic disciplines, and to foster an environment for a more cooperative, integrative health care system. As such, conventional doctors in the Portland community have been specifically selected for both their expertise in their specialty and their willingness or openness to the concept of integrating the health care of their patients with licensed providers of natural medicine.

The clinical rotations are intended to directly benefit the resident and the clinical preceptor. However, it is our hope and our experience to date, that this experience benefits the health care consumer, the colleagues of each discipline, our mutual larger professional institutions and organizations, and the larger body of medical and health knowledge in the areas of both conventional and natural therapies.

The integrative medicine resident is there to observe and learn from the conventional practitioner. We do not wish to slow a practitioner down in their busy clinic schedule. Creating the opportunity for the resident to observe a clinician in their area of specialty is adequate. To the degree that the clinician has the time or interest or inclination, the following are also possible.

- The resident can assist in exams or procedures
- They can repeat palpation or inspection of a clinical finding
- Engage in dialogue about the patient and rationale for clinical decisions
- Assign clinical "homework" to the resident
- Engage in dialogue about a case and a natural medicine management approach
- Request articles on natural therapies related to a special topic
- Discuss issues of concurrent use of conventional and natural therapies

Many strong professional and friendly relationships have developed out of past rotations. Our residents have been asked to join the practices of a local breast surgeon in order to deliver adjunctive care to breast cancer patients, the practice of local Ob/Gyns, to develop a program in complementary and alternative management of cancer patients, to create an integrative hospital rotation in internal medicine, and more.

Our intention and hope is for this to be a mutually beneficial experience.



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

Requirements to Apply for a NERC Residency

All NERC clinics must be CNME compliant for accreditation to be eligible to apply.

Residency Standards

The following standards must be achieved by a CNME accredited/NERC approved residency. There are three types of residencies:

SECTION I

General residency:

- A minimum of 60% of the training in primary-care naturopathic medicine; there may be a specialty emphasis, but this cannot exceed 40% of the overall training
- Naturopathic philosophy and principles are integrated throughout the program
- A minimum of 12 months, full time
- Rotations may be utilized to provide residents with diversity of patient contacts

or Selective residency:

- A minimum of 60% in one or two specific disciplines or modalities of primary-care naturopathic medicine
- Rotations may be employed
- Naturopathic philosophy and principles are integrated throughout the program
- A minimum of 12 months, full time

or Complementary residency:

- Programs that do not fall under either of the above categories
- 60% of the experience is of interest and value to Naturopathic physicians but is less commonly associated with every day naturopathic practice. Examples of complementary residencies are opportunities to learn the operation of a health-related business, to take part in public or community health programs, or to be involved in allopathic rotations in specialties. 40% of the first year program must provide for supervised experience in naturopathic primary care practice.
- A minimum of 12 months, full time

Goals of the residency experience; not all are necessarily applicable to every residency, but this should serve as a very strong guide in addition to those specified.

- Develop depth, skill, judgment and confidence as a practitioner
- Benefit from a mentoring process providing models for particular future role in private practice, education, institutional care, research, health related business, etc.
- Learn to deal more effectively with complex cases
- Expand diagnostic awareness
- Develop teaching skills
- Develop practice management skills
- Develop appreciation of how the naturopathic philosophy applies in particular context
- Develop understanding of/participate in clinical, basic science or other research
- Develop appreciation and understanding of how research benefits clinical practice
- Develop appreciation of the need for CME and scholarly activity



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

- Practice collaborative/integrative medicine
- Gain experience working with other health practitioners
- Gain experience working in group practice, institutional or business settings
- Develop awareness of associated legal and regulatory frameworks
- Develop responsiveness to the larger context and system of health care; be able to utilize resources to provide optimal health care
- Develop understanding scope of practice, personal abilities and limitations
- Develop understanding of the possible role and contribution of naturopathic physicians in jurisdiction that does not yet license N.D.s.

SECTION II

The above CNME standards must be met and in addition, NERC residencies are guided by a philosophical principle and clinical practice of naturopathic medicine that embraces an integrative medicine approach

Recommended models for first year residency options:

General residency (see section #1)

- 24 hours per week with own patient load
- 1 hour per week meeting/mentoring
- 10 hours per week observing in clinical rotations with specialists, the mentor supervisor, and/or other N.D.s. A minimum of one rotation per term with an M.D. specialist
- 5 hours per week in other clinical practice related activities: phlebotomy, pharmacy, business, administration

Selective residency (see section # 1)

- 12 hours per week with own patient load; emphasis in modality or specific discipline
- 16 hours per week in clinical allopathic specialty rotations
- 4 hours per week in naturopathic rotation
- 1 hour per week meeting/mentoring
- 4 hours per week in other clinical practice related activities: phlebotomy, pharmacy, business, administration
- 3 hours per week: research related

Complementary residency (see section # 1)

- 23 hours per week in clinical specialty rotations: public health service, community service, allopathic rotations, business
- 16 hours in private practice
- 1 hour per week meeting/mentoring

SECTION III---all residencies should consist of:

- a minimum of one allopathic rotation (one half day per week, weekly ongoing yet rotating through different specialties)
- build relationships with conventional practitioners in areas of clinical practice, research, education, referrals
- all paper work for CNME must be filled out quarterly
- submit quarterly reports (sample at end of handbook)



Explanation of Required Reporting with Schedule

As a NERC clinic you are required to provide certain information on a regular basis. Below is a list of items with a timeline:

Supplement Sale Reports

Supplements sales for all NERC vendors are to be sent in each quarter for each NERC clinic site. This information is used to help see how our sponsors are benefiting and see what is being used in our sites. Your personal info will not be shared with the vendors, but rather used as as part of the whole numbers.

DUE DATES: January 1st, April 1st, July 1st, October 1st



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

To Do List

All of the forms necessary to complete the “To Do List” you will find at the end of the handbook.

- Complete NERC Clinic Application including:
 - letters of recommendation
 - short bio and CV of clinic supervisor
 - a short description of your proposed program structure.
 - Sample resident schedule
- Acceptance as a Remote residency site of one of the CNME-approved naturopathic medical schools

TO BE COMPLETED AFTER ACCEPTANCE AS A NERC RESIDENCY SITE:

* The remaining documents are for completion after acceptance as a NERC residency site.

Please review the documents prior to submitting your application to understand NERC residency requirements and procedures.

- NERC Clinic Agreement
- NERC Funding Request
- NERC Funding Agreement
- NERC Funding Solicitations (if applicable)

**ALL FORMS FOUND ON THE FOLLOWING PAGES, PLEASE
COMPLETE ALL AND SEND TO THE ADDRESS FOUND ON
THE BOTTOM OF THE PAGE.**



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

NERC Clinic Application

Applying Organization/Clinic: _____

Name of Naturopathic Physician Resident Supervisor: _____

Address: _____

City: _____ State: _____ Zip Code: _____ Country _____

Telephone Number: _____ Fax Number: _____

Web Site: _____ Email: _____

Please fill in the items below (2a-2c) if the proposed residency site is located at an address different from the one stated above:

2a. Address: _____

2b. City: _____ State: _____ Zip Code: _____ Country _____

2c. Telephone Number: _____ Fax Number: _____

Year of graduation _____ Years in practice _____ Consecutive years in practice _____

Graduated: Bastyr ___ NCNM ___ SCNM ___ Bridgeport ___

Have you had any malpractice suites against you? ___

Do you have any outstanding malpractice suites still pending? ___

Have you ever been convicted of a federal crime? ___

Have you ever been convicted of a misdemeanor? ___ what year? _____

Have you ever lost a state license in any profession? ___ A naturopathic state license? ___

When was your clinic established in your current town/community? ___

When was your clinic established at its current location? ___

When was your current clinic established r.e. it's current business model/business format with current associates that directly share in the overhead/common space? ___

Have you completed a CNME accredited residency yourself? ___



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

Do you have experience teaching at a post-graduate setting? ___ Briefly describe:

Naturopathic medical school affiliation for your residency _____

Year approved as residency site _____ or applying now _____

Member of AANP since _____ Member of state or provincial naturopathic Organization since _____

State or province _____

Number of resident positions available at the proposed residency site: _____

Position start & end date (**Note: Affiliate Organization's residency program must be a minimum of 12 months in duration**)

Start Date _____ End Date _____

How many hours per week and days per week does the site supervisor have direct patient scheduling hours (not to include administration/call backs/charting, etc. hours/week _____ days/week _____

How many years do you intend on sponsoring/hiring a resident? one year ___ two years ___ long term ___

Is there another doctor in the clinic that is taking on a supervisory role? ___
(If so... they will need to fill out an application and meet the same criteria)

When do you plan to retire? _____

If you plan to retire as early as the end of this one-year residency, what are your plans for continuing or not continuing a residency at your site?

Are you willing to participate in fundraising to raise a portion of the resident's salary?

Yes ___ No ___ Possibly _____ I would like more information _____

Describe your experience in supervising? _____



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

Please attach a short bio and resume. Please write a letter stating-why you want a resident; what will the resident's program structure look; to include: private practice hours where the resident is scheduled to see their own patients, clinical rotation hours, administration hours, research project hours, meeting hours, other clinic duties hours- ex/ marketing, public speaking, IV, phlebotomy, pharmacy, other; how will you incorporate integrative rotations

Letters of reference: include two N.D. or M.D. in your community; letters from two practitioner associates in your office (if you have associates)

Signature _____ Date _____



NERC Clinic Agreement

Each NERC clinic agrees to the following:

Residency openings and applications

- working with NERC and a residency department at the residency affiliated college-either NCNM, Bastyr or SCNM to assure CNME compliance, completion of appropriate paperwork and posting of residency position; NERC recommends that the supervising doctor choose the school in which they are an alumni
- first year residency positions must be open applications through and affiliated with one of the above schools
- second year residency positions do not have to be reposted as an open position if it is a second year extension of the first year position held by the same person
- completion and submission of NERC clinic application form

Funding with NERC

- In order to receive any funding from NERC, the residency supervisor at current or pending NERC clinic would be in discussion with NERC through one of the directors, either Dr. Tori Hudson or Dr. Margaret Beeson. An application for funding will then be sent to the clinic and then returned to NERC for consideration.
- NERC offers all NERC approved clinics vendor discounts with those vendors who are participating in the vendor discount program. This discount is available only at the start of the NERC residency and ends once that clinic ceases to offer a NERC residency
- NERC intends to make funds available through unrestricted and designated funds from our sponsors. These funds are committed for a 12 month cycle, during the one year of a particular residency at that specific NERC clinic site. If the residency is extended for a second year, the NERC clinic site will have to reapply for funding, at the beginning of the 4th quarter of the resident's first year.
- All NERC clinics agree to work directly with NERC to solicit current or potential NERC donors. NERC clinics agree to not solicit residency funds independent of NERC without first having a written release and agreement from NERC, to pursue this.
- NERC clinic supervisors must be AANP members and it is recommended they are state organization members.
- We recommend that NERC residents be AANP and state organization members

Clinic relationships with NERC

- Agree to fulfill integrative medicine component of NERC:
 - a minimum of 4 hours per week in clinical rotations with conventional practitioners (this may begin the beginning the 2nd qtr of the residency if this is important to your clinic function; rotations are to be established by the site supervisor and appropriate to that clinic's community relationships)



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

- regular participation in local conventional medical community- grand rounds, and CME/CE events collaborative efforts with hospitals/private clinics/individual practitioners/research- a minimum of 1 hour per month
 - complete quarterly resident schedule at the beginning of each “term”= January, April, July, October and submit to Dr. Tori Hudson of NERC
- Agree to increase clinical and educational understanding of products offered by NERC vendors
 - Agree to educational visitations by representatives of NERC vendors, for in office trainings/educational materials. Each NERC vendor should be allowed to visit your clinic a minimum of 2 times per year.
 - Agree to individual working relationships that have been established with selected NERC sponsors—these are intended to enhance the educational experience of the resident—academic, professional development, clinical skills
 - Agree to comply with all CNME standards and requirements; and work closely with the residency director of the college in which you are a distant site affiliate.
 - This includes, but is not limited to the following guidelines:
 - The resident must work a minimum of 40 hours per week for 12 months
 - Both the resident and clinic supervisor must comply with quarterly paperwork as outlined by the affiliate College
 - The resident must maintain an active license in the state in which they are practicing, or another state if they are in an unlicensed state.
 - Offer a reasonable salary, currently for the 2010 year, between \$27,000 and \$32,000 for first year and 28,500 -35,000 for 2nd year.
 - Offer malpractice insurance for the resident
 - The residency supervisor must have been in practice for a minimum of 5 years or 3 years, if they had a CNME accredited residency themselves.
 - NERC clinics and supervisors will need to meet the affiliate college and CNME requirements in order to proceed with the residency position. NERC suggests that the clinic supervisor contacts the college at the onset of their application process in order to receive the college guidelines and requirements.
 - The site must be approved by the affiliate college, to be a CNME accredited residency site

NERC Clinic Site Supervisor _____ Date _____



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

NERC Clinic Funding Request

NERC clinics and potential NERC clinics have access to funding possibilities and options as a NERC consortium clinic.

We need the following information:

Name of Clinic: _____

Name of current or potential NERC residency site supervisor: _____

Address: _____

Website: _____

Phone: _____

Fax: _____

Email: _____

Start date of NERC residency (confirmed) _____

Ending date _____

Start date of potential NERC residency (anticipated) _____

Ending date _____

The following expenses will need to be included in your having a NERC resident:

NERC salary range for first year resident \$27,000-\$32,000

NERC salary range for second year resident \$28,500- \$35,000

State and federal taxes- calculated based on salary and locale

Health care benefits (optional but highly encouraged)

Malpractice insurance

CME (\$200.00- \$1,000.00)

AANP membership (required for all NERC residents; clinic or resident responsible)

State license (resident responsible)

10 day paid vacation; paid holidays that your clinic is closed

5 day paid sick days



A 3% fee will be retained by NERC, for any money raised and is passed through NERC, for your NERC residency program.

Currently, all NERC clinics are guaranteed the following support:

- 1) NERC clinic vendor discounts for your pharmacy inventory
As a NERC clinic, at minimum, you will have access to the NERC clinic vendor discounts—these can be provided to you, once you are an approved NERC clinic site; these are for the duration of time in which you have a NERC residency
- 2) A minimum of \$5,000 annual amount in cash
- 3) The opportunity to work with NERC in identifying other sources of contributions and sponsorships—for the general NERC fund, but also to be designated to your NERC residency.
- 4) Strategic planning, if you desire, with NERC co-directors in how to establish and economically viable educational model in your clinic, for a NERC CNME accredited residency
- 5) Guidance in CNME compliance issues
- 6) Guidance in working with the school site affiliation
- 7) Attendance for you or your NERC resident at the Institute of Women’s Health and Integrative Medicine seminars for a discounted rate
- 8) NERC clinics who have worked with NERC co-directors in establishing a new NERC vendor and in making a proposal specific to designated funding for their clinic, will be given specified money to their clinic for their NERC residency program.

Your request

- 1) Amount of money you are requesting _____
- 2) Any sponsor you would like NERC to approach and make a proposal r.e. designated funds for your residency (we are looking for new sponsors, not currently participating)

_____ Contact person and info at that company _____

Agreement

- In order to receive any funding from NERC- the residency supervisor at current or pending NERC clinic would be in discussion with NERC through one of the directors, either Dr. Tori Hudson or Dr. Margaret Beeson. The above application for funding will then be sent to the clinic and then returned to NERC for consideration.
- All NERC clinics agree to work directly with NERC to solicit current or potential NERC donors. NERC clinics agree to not solicit funds independent of NERC without first having a written release and agreement from NERC, to pursue this.

Signature of NERC clinic residency supervisor _____ *Date* _____



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

NERC Funding Agreement

This form only pertains to those clinics who:

- **are in the process of becoming a NERC site, including the designated school residency affiliation, or are already a NERC CNME accredited clinic**
- **who have submitted the NERC clinic funding request and the NERC clinic agreement forms and have received confirmation for funding from NERC.**

The following clinic is being given an educational grant to support their NERC residency

Clinic:

Address:

Phone:

Email:

Clinic residency supervisor:

Dates of residency/funding:

NERC funds given/designated to this clinic _____

Less 3% = _____

Tori Hudson, N.D. _____ Date _____

Margaret Beeson, N.D. _____ Date _____



NATUROPATHIC
EDUCATION AND RESEARCH
CONSORTIUM

NERC Funding Solicitations

This agreement pertains to a clinic that has already had an established residency prior to becoming a NERC residency site, and has already solicited funding from vendors or organizations and/or has other residency projects that pertain to international projects and/or another non-profit organization.

The NERC clinic agrees to not solicit additional funds from any NERC vendor that is currently funding that site through NERC. The current example for the Center for Natural Medicine would be Endurance Health Products.

The NERC clinic agrees to be aware of what clinics are currently supporting NERC—either as cash sponsor, or as a product discount sponsor (these are listed on the website); and further agrees to the importance of not approaching these companies in such a way that would divert funds from NERC to the new project that the NERC clinic doctors is soliciting funds for.

The NERC clinic agrees to not solicit any current NERC sponsor or product discount sponsor to individually fund or increase funds to their specific clinic.

If the NERC clinic is already currently receiving funds from a sponsor prior to being a NERC clinic, that company's name shall be made known to NERC co-directors.

If the NERC clinic wishes to pursue solicitations for a non-NERC residency, a non-NERC project, or continue a solicitation that they already have, please list the name/s of those companies here:

And the project here: _____

Signature of NERC clinic residency supervisor _____ *Date* _____