

Year at a Glance:

Quarter 1: (Focus: Training)

- Medical Support*: 50%
- Front Desk/Billing: 20%
- ND Shadowing/Mentoring: 30%
- Writing/Research/Speaking Tasks
- Credentialing Tasks

Quarter 2: (Focus: Move to supervised visits)

- Shadowing/Supervised Visits: 40%
- Medical Support*: 50%
- Front Desk/Billing: 10%
- Begin to take the lead on select cases.
- Finalize Credentialing

**Medical Support includes patient contact, and is not admin work.*



“Practice isn’t the thing you do once you’re good. It’s the thing you do that makes you good.”

– Malcolm Gladwell



INM Residency Consortium

Quarter 3: (Focus: Increased Autonomy and Business)

- Patient Visits/Shadowing: 40%
- Medical Support: 40%
- Front Desk/Billing: 10%
- Business Mentorship: 10%
- Business Plan and Marketing Plan—begin work on yours.
- Increased focus on writing, outreach, and research.
- Plan and Host a talk

Quarter 4: (Focus: Practice and Reflection)

- Patient visits: 60%
- Medical Support: 30%
- Business Mentoring: 10%
- Select Billing and Reception Tasks as needed
- Finalize Business and Marketing Plan.
- Plan for transition and apply for positions—set up for success.

Overview:

This position is a training oriented position that is designed for new graduates.

The INM Residency will focus on training in all aspects of a successful ND practice, including Medical Support, Office and Reception Tasks, Billing, Leadership and Business Training, and of course mentoring, shadowing, and casework as a Naturopathic Physician.

This is a year long position, with the expectation that, upon successful completion, the Resident will be prepared to join an existing practice or to begin their own practice or business.

Residents are paid a base salary, and have the opportunity to earn two additional cash bonuses based on their work on two major Assessments.

Residents attend quarterly Resident Academic Seminars, which are hosted by INM and which feature education from top local NDs and Businesses around central themes.