



SOUTHWEST COLLEGE OF
NATUROPATHIC MEDICINE
& HEALTH SCIENCES



Position Profile

Associate Dean of Naturopathic Clinical Education

August 2020

This search is managed in partnership with Summit Search Solutions, Inc.



THE INSTITUTION

Welcome to Southwest College of Naturopathic Medicine and Health Sciences (SCNM) located in Tempe, Arizona. SCNM has a rich history of sending naturopathic physicians into the world by training and preparing graduates for the future of integrative medicine and health care. Since day one, SCNM has been an innovator in the field of naturopathic medicine, striving to advance the profession and opportunities for its students. In the spring of 2020, SCNM launched an online food-science driven Master of Science in Clinical Nutrition and a Master of Science in Nutrition Business is in development. Through these offerings, students have the opportunity to learn in classrooms, clinic environments, as well as online. At SCNM, students are united in a calling to embrace the natural world, and the supportive community fuels their success.

Founded in 1993, with a current student body exceeding 400, SCNM is a school where passionate, like-minded students, faculty and staff come together to make a difference in people's lives, keeping alive the founders' vision of making Southwest College of Naturopathic Medicine a force for change to help transform healthcare.



SCNM's Mission

SCNM is a school of medicine and health sciences grounded in naturopathic principles. Dedicated to the ideal that everyone deserves high-quality healthcare, we engage students in rigorous, innovative academic programs, discover and expand knowledge, and empower individuals and communities to achieve optimal health. Our vision is a world that embraces the healing power of nature.

Southwest College of Naturopathic Medicine (SCNM) is accredited by the Higher Learning Commission. SCNM's ND program is accredited by the Council on Naturopathic Medical Education (CNME), a professional accrediting agency for naturopathic medical programs. Both accreditors are recognized by the U.S. Department of Education.



COMMUNITY OUTREACH

SCNM empowers communities to achieve optimal health

In keeping with its mission and dedication to the ideal that everyone deserves high-quality healthcare, SCNM empowers individuals and communities to achieve optimal health. SCNM demonstrates this commitment to community engagement and support through its various community clinics, requiring a minimum number of student community service hours and offering quality community education programming.

Students are required to perform at least 45 hours of community service prior to graduation, although many significantly exceed this number. Students travel to various domestic or international sites and can spend their quarterly breaks in service to others, providing health services, volunteering, speaking, and learning about the complex health challenges facing our world.

Community clinics

Service to others, especially those in need, is one of the most fulfilling aspects of life. This is strongly reflected in SCNM's efforts to provide the underserved people of Arizona with quality natural and conventional healthcare. Patients seen at the community clinics often include those dealing with HIV/AIDS, victims of domestic violence, children and families living in poverty and those struggling with addiction. The patients of today help students gain valuable experience that will be used to assist the patients of tomorrow.

The commitment to providing free naturopathic health care to the medically underserved started 15 years ago when SCNM opened its first community clinic at Hamilton Elementary School. Since then, eight more clinics have been opened around the valley and are currently providing thousands of free patient visits annually to those who would not have access to health care otherwise. On student rotations at the clinics, patients are seen under the supervision of a physician to gain skills and experience in the community health care environment. SCNM can provide acupuncture, lab testing, nutritional products, and much more, free of charge to patients thanks to generous donations.



THE POSITION

The Associate Dean of Naturopathic Clinical Education reports to the Dean, School of Naturopathic Medicine and supports SCNM's Strategic Plan and Academic Affairs' department goals of:

- *Academic Excellence*
- *Continuous Improvement*, and
- *Mission-Focused Growth and Sustainability*

The Associate Dean provides leadership to ensure that all clinical supervisors in SCNM teaching clinics are effective educators and practice evidence-based naturopathic medicine that results in positive patient outcomes. This position is responsible for designing and implementing the curriculum of the courses and activities relating to clinical education.

The Associate Dean collaborates both intra- and inter-departmentally and supports the efforts of the Academic Affairs department to improve educational outcomes, foster student success, and expand educational offerings. As an academic administrator, the Associate Dean will work closely with the Senior Practice Manager Medical Center to create an efficient and professional clinic environment and student education experience. This position oversees the clinical curriculum both on- and off-site, improving clinical educational effectiveness, and administering the clinical education budget. Duties of this position include planning, developing, and implementing on-site and off-site clerkship curricula, demonstrating educational effectiveness of clinical programs beginning in the first year, implementing educational policies, and assisting in continuous improvement of clerkships, training sites, and clinical education courses. In support of these duties, the Associate Dean will support clinical faculty in the education of students and work closely with faculty and campus administration. With faculty, they will collect, analyze, and synthesize data to form cohesive clinical educational experiences.

The Associate Dean is an active member of the SCNM community promoting its mission, vision, and core values by actively participating in scholarly work and providing service to the College, community, and the profession.



Primary Associate Dean Responsibilities:

- Enhance the culture of continuous improvement to support student and graduate success in patient care, clinical practice, and on the NPLEX licensing exams.
- Administratively support faculty within the Division of Naturopathic Clinical Education, including facilitating faculty development, faculty recruitment, and training.
- Create and effectively manage the division budget.
- In conjunction with division faculty and the dean, review, develop, and implement improvement plans for:
 - Classroom/clinic instruction (via direct observation)
 - NPLEX scores after each offering
 - Clinical milestone performance
 - Faculty performance evaluations
- Work collaboratively with Department Chair(s) within the division to review scope and sequencing of courses and curricular revisions.
- Ensure success of field observation, elective offsite, and community medicine programs by meeting programmatic and patient volume needs, and maintain compliance with CNME guidelines, the AZ Board of Medical Examiners, and fire codes.
- Serve as lead administrator of all community extended-site clinics. Responsibilities include, but are not limited to, managing extended-site directors/managers to ensure continued licensure, staffing, supply inventory, recordkeeping, and budgets.
- Work with the Senior Practice Manager – Medical Center and Operations Manager – Neil Riordan Center, to ensure student educational needs are met at the SCNM Medical Center and Neil Riordan Center, including break week rotations.

Other Responsibilities:

- Work collaboratively as part of the academic team and SCNM community.
- Actively engage in department, division, and campus meetings, as well as other service opportunities.
- Actively participate in and promote scholarly endeavors.
- Promote SCNM's vision, mission, and core values internally and to external constituencies.
- Other duties as assigned.

Education and Experience Expectations:

- An ND or other professional/clinical doctoral degree from a regionally accredited institution is required. An additional advanced degree in education, leadership, or related field would be a plus.
- A minimum of three years of teaching, service and scholarship at a post-baccalaureate college or university, which may include experience as an adjunct faculty member, warranting appointment at Assistant Professor or above, is required. Blended and online instruction experience preferred.
- Administrative management experience including personnel, budget, and KPIs, with documented successful outcomes is required.
- Ability to inspire, a positive attitude, confidence, commitment, effective oral and written communication, sense of humor, creativity, intuition, honesty, and ability to delegate.
- Excellent organizational skills.
- Strong sense of urgency and problem-solving skills.
- Ability to juggle multiple projects with superb accuracy.
- Ability to maintain a high level of confidentiality regarding faculty, staff, and student issues.
- Exceptional customer service with internal departments.
- Alignment with SCNM's core values.



TO APPLY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by September 10th will be given first consideration. Please submit a PDF version of your CV/resume and letter of interest upon application. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su208>

More information or to offer recommendations or nominations:

Beth Baldino, MSW

Senior Consultant

Summit Search Solutions, Inc.

Direct: (828) 216-6606

bbaldino@summitsearchsolutions.com

SCNM is an Equal Opportunity Employer committed to a diverse and inclusive workforce. We consider applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, or any other legally protected status.



Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving education, healthcare and not-for-profit communities nationwide. Based in Asheville, NC, Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, New York, North Carolina and Oregon.



TEMPE/PHOENIX, ARIZONA

Featuring more than 300 days of sunshine each year, Arizona offers many choices. Bustling cities, warm deserts, and snowy peaks exist within five distinct regions and dozens of national and state parks. Arizona's landscape is as diverse as it is beautiful and is a goldmine for nature and outdoor enthusiasts. Enjoy hiking, biking, boating, swimming, golf, tennis, horseback riding, and even skiing and snowboarding during the winter months. Options for excursions include Sedona, Tucson, the Grand Canyon, and the White Mountains.

SCNM is located in Tempe, part of the Phoenix metropolitan area, which is one of the top 10 largest metro areas in the nation. Tempe is the most affordable city home to a naturopathic medical school.

Nature and Parks

Featuring numerous parks and preserves, Tempe is an incredible place to enjoy nature, great weather and beautiful scenery. Attractions include the Desert Arboretum Park, displaying more than 300 species of desert plants; Papago Park, known for its immense buttes offering incredible hiking and recreational areas; and Tempe Town Lake, a public attraction including bike paths and opportunities for water recreation.

Farmer's Markets and Healthy Food Options

While it may not come to mind in association with the Arizona desert, the state is home to numerous organic farms and local farmers markets. Additionally, Tempe and the surrounding Phoenix offer abundant healthy dining options. Check out [healthy restaurants in Tempe](#) for more information.

Sports

Phoenix has four professional sports teams: The Arizona Cardinals, Arizona Coyotes, Phoenix Suns, and the Arizona Diamondbacks. The Valley is also home to Spring Training for many major league baseball teams.

Tempe, AZ	\$3,900
Vancouver, BC	\$4,539
Portland, OR	\$4,856
Chicago, IL	\$5,078
Toronto, ON	\$5,103
San Diego, CA	\$5,211
Seattle, WA	\$5,773

Comparison of cost of living in cities with major naturopathic medical schools. Information courtesy of Numbeo.com, January 2019.

To learn more about Tempe/Phoenix, Arizona:

Welcome to Tempe, <https://youtu.be/C-oncMyXEx4>

Visit Phoenix, http://www.visitphoenix.com/index.aspx?gclid=CMLXhY_px8ACFQto7AodgXgAcA

Arizona Office of Tourism, <https://tourism.az.gov/>