



SOUTHWEST COLLEGE OF
NATUROPATHIC MEDICINE
& HEALTH SCIENCES



Position Profile

Chief Medical Officer

January 2021

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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 Leadership will launch in the fall of 2021. 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 Chief Medical Officer (CMO) is responsible for medical oversight of all SCNM clinics and is accountable for the coordination of clinical care, practice standards, and patient safety. The CMO will identify and lead clinical effectiveness improvement efforts, including clinical benchmarking, outcomes documentation, and implementation of “best practices” in all clinical settings to assure the effective and efficient delivery of safe, high-quality medical care consistent with SCNM’s vision, mission, values, and strategic plan.

The Chief Medical Officer reports to the Vice President of Academic Affairs and supervises Staff Physicians, Private Physicians, and Medical Assistants. The CMO has dotted line supervision of residents and clinical faculty at the SCNM Medical Center, Neil Riordan Center for Regenerative Medicine, and affiliated Community Clinics.

Duties and Responsibilities:

- Ensure, in collaboration with deans and/or their designates, that all physicians practice in accordance with all SCNM policies and procedures.
- Identify and develop training opportunities for physicians.
- Lead clinical effectiveness efforts, including clinical benchmarking, outcomes documentation, and implementation of “best practices” in all clinical settings.
- Plan, develop, implement, administer, and monitor strategic quality assurance and improvement initiatives in collaboration with the clinic managers.
- Engage physicians and staff in the health centers to achieve quality of care goals, defined measurable outcomes, documentation standards, patient education, and high levels of patient satisfaction and patient retention.
- Ensure, and model, a service-oriented culture – with stellar employee engagement, quality, patient safety, customer service, fiscal responsibility, and overall patient experience.
- Develop, facilitate, and implement outcomes studies by coordinating with the Research Department and work with Medical Center/Neil Riordan Center staff for administrative support.
- Support clinic leadership in the areas of strategic planning, facilities planning, staff and resource planning.
- Oversee the Chart Audit process.
- Participate in leadership activities involving the development and implementation of medical policies and practices, including process improvement efforts in response to requirements of DHS, OSHA, and other regulatory bodies.
- In conjunction with academic leadership, ensure the provision of safe, effective, and high-quality medical care at SCNM’s affiliated Community Clinics.

- In collaboration with the clinic managers, assist DHS and lab inspectors in the performance of their duties.
- Chair the Practice Standards Committee and serve on various other College committees.
- Lead a minimum of two student rotations at the SCNM Medical Center or Neil Riordan Center.
- Participate in professional organizations and represent SCNM in a professional and competent manner to the professional community, the public, and prospective students.
- Other duties as assigned.

Skills, Knowledge, and Abilities:

- Outstanding leadership skills.
- Exceptional interpersonal skills to interact effectively with diverse groups of individuals.
- Excellent collaborative and team-building skills.
- Strong problem-solving skills and the ability to manage conflict productively.
- Ability to understand and apply guidelines, policies, and procedures.
- Strong analytical skills; good mathematical and statistical ability.
- Excellent oral/written communication skills.
- Ability to manage time efficiently and effectively.

Education and Qualifications:

- Current licensure, or ability to obtain licensure, in the State of Arizona to practice medicine as an ND, DO, or MD.
- Minimum 10 years clinical experience as full-time, full-scope primary care physician.
- Administrative management and leadership experience including staff evaluation/supervision.
- OSHA/HIPAA trained.
- Current CPR, ACLS or willingness/ability to obtain these certifications upon hire.
- DEA certificate.
- Electronic Health Record (EHR) experience.





TO APPLY

Confidential review of applications will begin immediately and continue until the position is filled; it is to your advantage to apply as soon as possible. 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=su227>

For more information or to offer recommendations or nominations:

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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, Colorado, Kansas, New York, and North Carolina.



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

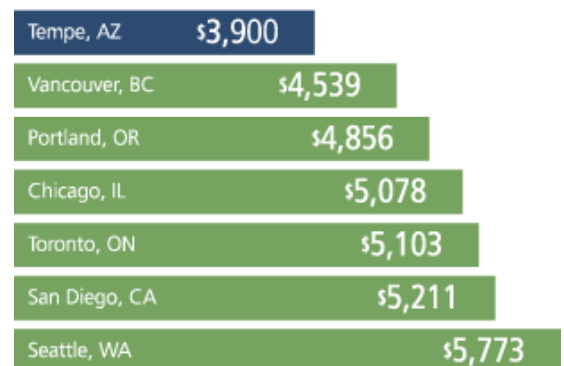
Featuring numerous parks and preserves, Tempe is an incredible place to enjoy nature, great weather and beautiful scenery. Attractions include the Desert Arboretum Park, displaying more than 300 species of desert plants; Papago Park, known for its immense buttes offering incredible hiking and recreational 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.



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/>