

Naturopathic Medicine Health and Technical Standards

All Doctorate in Naturopathic Medicine (ND) applicants and enrolled students are required to meet health and technical standards to be admitted to, participate, and graduate from the Naturopathic Medicine program of Universidad Ana G. Méndez (UAGM), Gurabo Campus. Because the ND degree signifies that the holder is a naturopathic doctor prepared for entry into the practice of a broad range of therapeutic modalities, UAGM-Gurabo students are trained in and graduates must demonstrate competency to provide a wide spectrum of clinical care in a broad variety of situations.

A candidate, as well as an enrolled student for the ND degree, must have abilities and skills in the areas described below and meet the standards as an obligation to patients with whom they will interact as a naturopathic doctor in training, as well as to society upon graduation.

The UAGM Naturopathic Medicine program acknowledges the Americans with Disabilities Act (ADA) and Section 504 of the 1973 Vocational Rehabilitation Act, in affirming that technical standards and attributes must be present in all prospective candidates to the ND degree. Students, with or without disabilities, applying to the UAGM-Gurabo Naturopathic Medicine program will be expected to have met the same requirements and will be held to the same fundamental standards, regardless of future personal or professional prospects. Every reasonable attempt will be made to facilitate the progress of students where it does not compromise program standards or interfere with the rights of other students and patients. Although reasonable accommodations can be made to deal with duly recognized disabilities, a candidate to the ND degree must be able to perform in an independent manner, either with or without reasonable accommodation for any disability the individual may have. The UAGM-Gurabo Naturopathic Medicine program holds that reasonable accommodations which involve the use of an intermediary would in effect require a student to rely on someone else's power of selection and observation. This implies that the student's actions, decisions and judgment are mediated by someone else and are not a result of the student's own abilities. This also comprises materials and devices that significantly enhance and/or substitute for the student's intellectual and interpersonal capabilities. The use of said intermediary, materials or devices constitutes cognitive support, substitutes for essential intellectual and clinical skills; and supplements clinical and ethical judgment. Thus, it is not appropriate for the student's achievement of essential curricular objectives.

Enrolled students who are unable to meet these standards may be subject to dismissal. All candidates for the ND degree must possess essential skills, abilities and aptitudes necessary to complete the Naturopathic Medicine program curriculum successfully in seven areas of competence, as defined by the Council of Naturopathic Medicine Education:

1. Medical Assessment and Diagnosis
2. Patient Management
3. Communication and Collaboration
4. Professionalism
5. Career Development and Practice Management

6. System Based Practice
7. Practice Based Learning, Research and Scholarship

Medical Assessment and Diagnosis

Naturopathic medical graduates conduct a complete and accurate history, physical exam and objective assessment, to arrive at a diagnosis. They demonstrate the knowledge, skills, abilities and attitudes expected of a naturopathic physician within the context of a patient-centered model.

Candidates must be able to observe demonstrations, experiments and patients in the basic and clinical sciences. This includes, but is not limited to, the ability to observe a patient accurately at a distance and close at hand. Observation requires the functional use of the senses of vision, hearing and somatic sensations.

The naturopathic medical graduate:

Elicits a complete and accurate medical and biopsychosocial history.

Performs a complete and accurate health examination, including pathological and functional assessment.

Formulates an accurate medical diagnosis.

Patient Management

Naturopathic medical graduates provide personalized, compassionate, ethical, holistic patient care. Determination of interventions are informed by considering the risk of harm, efficacy, level of evidence and patient values and priorities as individually appropriate in promoting patient health and prevention of disease.

The practice of naturopathic medicine requires periods of distinct concentration in intake, therapy and assessment settings, and the recall of significant amounts of data, exam techniques, and therapeutic procedures. That is necessary to ensure therapeutic efficacy and safety for all involved. Candidates and enrolled students, with or without reasonable accommodations, must be capable of extended periods of intense concentration and attention, and of committing to memory the required clinical concepts and practical procedures.

The naturopathic medical graduate:

Establishes therapeutic relationships with patients.

Develops an individualized treatment plan based on diagnosis and consistent with naturopathic principles.

Recommends and/or administers natural therapeutics used in the individualized care of patients, as allowed by law, including but not limited to:

- Botanical medicine
- Counseling (e.g., lifestyle counseling, health psychology, mind-body medicine)
- Homeopathic medicine
- Medical office therapeutic procedures (e.g. injections and infusions, minor surgery)

- Clinical Nutrition (e.g., dietary counseling and nutraceuticals)
- Pharmaceuticals
 - Physical medicine (e.g., manipulation, electrotherapies, and hydrotherapy)

Facilitates informed patient decisions by presenting evidence-informed therapeutic and wellness options including risks, benefits, and alternatives to therapies.

Communication and Collaboration

Naturopathic medical graduates communicate effectively to optimize patient relationships and patient care. They refer, consult, and collaborate with other health professionals as appropriate when providing care.

Candidates and enrolled students must be able to speak, hear and observe patients to elicit information; describe changes in mood, activity, and posture; and perceive nonverbal communications. Communication in Spanish requires speech, hearing, reading, and writing; in English it requires oral and written comprehension.

The naturopathic medical graduate:

Communicates effectively with patients, and when appropriate their families and significant others.

Educates patients regarding their diagnosis and prognosis.

Demonstrates empathy, compassion, and objectivity in patient interactions.

Demonstrates sensitivity and respect for cultural identity including, but not limited to age, sex, race, ethnicity, nationality, disability, religion, socioeconomic status, gender identity, and sexual orientation.

Consults with and/or refers to other health care professionals when care is outside of scope of practice or personal competence.

Educates members of the patient's health care team regarding the role of naturopathic medicine and the naturopathic physician in patient care.

Professionalism

Naturopathic medical graduates demonstrate professional behavior, personal integrity, and altruism. They are aware of their limitations in expertise, operate within the jurisdictional scope of practice, and refer care when appropriate. They exemplify the principles of naturopathic medicine personally and professionally as health care professionals and leaders in the community.

Candidates and enrolled students must have the emotional health required for full use of their intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities, attendant to the assessment and care of patients, and the development of mature, sensitive, and effective relationships with patients. Candidates and enrolled students must be able to tolerate physically and mentally taxing workloads and to function effectively under stress. They must be able to adapt to changing environments, display flexibility and learn to function in the face of uncertainties inherent in the clinical problems of many patients. Compassion, integrity, concern for others,

interpersonal skills, interest and motivation are all personal qualities that will be assessed during the admission and educational process.

The naturopathic medical graduate:

Maintains legal and ethical standards, including but not limited to patient confidentiality, informed consent, documentation of care, scope of practice, mandatory reporting, professional boundaries, and conflicts of interest.

Demonstrates respect and integrity in professional interactions.

Career Development and Practice Management

Naturopathic medical graduates can establish a viable career in naturopathic medicine.

The naturopathic medical graduate creates a realistic career plan.

Systems Based Practice

Naturopathic medical graduates demonstrate an awareness of the developing role of naturopathic medicine within larger frameworks of health care and health care systems to advocate for optimal patient care.

Practice Based Learning, Research and Scholarship

Naturopathic medical graduates critically appraise, assimilate, and apply scientific evidence to improve patient care. They demonstrate an understanding of the strengths and limitations of research. Naturopathic graduates are dedicated to ongoing personal reflection and lifelong learning.

The naturopathic medical graduate:

Applies the skills of evidence-informed practice to patient care.

Demonstrates reflective practice in a commitment to lifelong learning.

I have read the above statement and certify by my signature, that to the best of my knowledge I do not have any mental or physical limitations that will impair the completion of the full naturopathic medicine curriculum courses, electives, practical sessions, internships, and other program requirements.

Applicant/Student

Date

Witness

Date

NMDP Norms and Policies

The *Naturopathic Medicine Doctoral Program Academic Student Handbook and the Student Clinical Handbook* provide norms, policies, and other important information regarding the naturopathic medicine doctoral program at Universidad Ana G. Méndez. It is not meant to supersede any of the policies and codes of conduct of the university, or the *Ethics Code* of the American Association of Naturopathic Physicians (AANP) (https://cdn.ymaws.com/naturopathic.org/resource/resmgr/documents/governance_docs/aanp_code_of_ethics_updated_.pdf), or the regulations and Ethics Code of the Puerto Rico Naturopathic Licensing Board, or any other relevant governing body. Students are responsible for reading and becoming familiar with this handbook and all other documents pertaining to the doctoral program. Universidad Ana G. Méndez and the Naturopathic Medicine Department reserve the right to delete, add, or change courses in this *Handbook* and in the Degree Plan for any reason and cannot guarantee enrollment in specific courses or sections.

Although most of the lecture courses are offered Weekdays (8:00am to 6:00pm), students should expect and make arrangements for some lecture courses during weeknights and Saturday all day. Additionally, summer courses and practicums may be required. Practicum courses and clinical shifts may require placement in *Clinica de Medicina Naturopática* or community/clinical settings during traditional working hours (8:00am – 6:00pm). Attendance to special extracurricular activities is also required during traditional working hours (8:00am – 6:00pm). Additionally, students must have basic proficiency in reading and writing in the English language, as well as reading, writing and oral comprehension of Spanish.

Upon admission to the doctoral program, students are responsible for staying informed of all changes in policies, regulations, academic requirements, and laws that will apply to them during the course of their studies in UAGM.

The faculty of the Naturopathic Medicine Department encourages students to place an emphasis on their own academic and professional competencies' development. Courses, clinical shifts, laboratories and extracurricular activities take an important part in the development of these competencies, which require personal exploration of social, cultural and diversity processes of human behavior. Additionally, should the student not demonstrate the ability to meet the academic and clinical competencies of the program according to its policies and accreditation requirements, they understand they may be required to participate in a counseling-out process.

The faculty members of the doctoral program adhere to the *Ethics Code* of UAGM, and their respective professional associations such as the Puerto Rico Naturopathic Licensing Board, AANP, CAND, medical or health- and human-services professions, or others. Student rights are recognized and respected by the faculty. The faculty reserves the right to request a student to engage in psychosocial supportive services, and evidence of these services and assessments may be required for continuation or re-admittance into the Program.

Students must be conscious that there are many personal and professional reasons that may preclude them from earning a graduate degree or becoming licensed to practice naturopathic medicine in the

Commonwealth of Puerto Rico. Therefore, the faculty of the Program cannot guarantee either graduation from the program or licensure in the Commonwealth of Puerto Rico. However, the faculty is committed to making fair and reasonable efforts to give students every opportunity to meet the academic standards and objectives, and thus to accomplish their goal of graduating from the doctoral programs.

I, _____, a student at the Universidad Ana G. Méndez Naturopathic Medicine Doctoral Program, understand that my educational success is a joint effort between the faculty and me, the outcomes of which cannot be guaranteed. Progress depends on many factors including my motivation, effort, and other life circumstances. I agree that I will be responsible for adhering to all of the policies in this *Handbook, the Naturopathic Medicine Doctoral Program Academic Student Handbook, the Student Clinical Handbook* and the *Student Handbook* of Universidad Ana G. Méndez. I also agree to adhere to the *Ethics Code* of UAGM, and their respective professional associations such as the Puerto Rico Naturopathic Licensing Board, AANP, CAND, medical or health- and human-services professions, or others.

Applicant/Student Signature

Date

Comprehensive Evaluation of Student Competence

Naturopathic physicians are expected to demonstrate competence within and across a number of different but interrelated dimensions. Graduate naturopathic medicine programs that educate and train naturopathic physicians also strive to protect the public and profession, faculty, training staff, and supervisors in such programs. Therefore, programs have a legitimate and vested interest in the comprehensive evaluation of student competence to include multiple aspects of development and functioning (e.g., cognitive, emotional, psychological, interpersonal, technical, and ethical).

Not all students understand or appreciate multiple aspects of their professional development and functioning (e.g., cognitive, emotional, psychological, interpersonal, technical, and ethical). They will be evaluated throughout the process of education and training in naturopathic medicine programs. Such comprehensive evaluation is necessary in order for faculty, training staff, and supervisors to appraise the professional development and competence of their students. *This policy language attempts to (a) disclose and make these expectations explicit for students at the outset of education and training, and (b) provide an opportunity for students to determine whether they do or do not wish to participate in such processes and experiences.*

As such—and consistent with a range of oversight, professional, ethical, and licensure guidelines and procedures that are relevant to processes of training, practice, and the assessment of competence within naturopathic physicians, the UAGM School of Naturopathic Medicine developed the following model policy for the comprehensive evaluation of students in professional training programs. Students and trainees in naturopathic doctorate programs should know:

1. Academic prerequisites - The specific courses are required prerequisites and applicants must show a minimum final grade of 70 per cent or 'C' in each course with an expected overall minimum cumulative science GPA of 2.5 to graduate.
2. Known the clinic entry requirements and competencies.
 - a. At least 1,200 clock hours of clinical training involving patient contact in a clinical setting, under supervision of clinical faculty members, in a naturopathic clinic where clinical competencies are evaluated by the program.
 - b. The total number of patient interactions that each student clinician, is at least **450**.
 - c. A minimum of **60** preceptorship (observation) hours.
 - d. Copy of Hepatitis B vaccination, waiver, or positive serum titers for hep b titers.
 - e. Complete OSHA Bloodborne Pathogens & Universal Precautions plus HIV Awareness training module & certificate.
 - f. HIPPS, BLS, IRB and RCR and health certificates.
 - g. Law 300 and criminal records negative.
 - h. Pass the clinic entry.
3. Known the clinical graduation requirements.
 - a. Clinical case research proposal - Presentation
 - b. Achieve a passing grade on required clinical rotations and demonstrate mastery of all clinical competencies.

- c. Complete a minimum clinical clock hours (1,200) and meet patient interaction requirements (450). A minimum of 225 primary interactions must be achieved.
 - d. Pass the clinic exit exam.
4. United States Study Permit, for international applicants. Students are responsible for ensuring their own licensure through the jurisdiction in which they wish to ultimately practice naturopathic medicine.
5. Transfer applicants from CNME accredited programs, students who have completed credits at a Council of Naturopathic Medical Education accredited or candidate for accreditation program may apply for transfer into the UAGM School of Naturopathic Medicine. Students may only apply for transfer into years 1-3 to the doctorate of naturopathic medicine program. See academic manual for transfer credits policy. Transfer applicants must be in good standing in the program/institution from which they are transferring and must submit a complete application.
6. Prior to program entry, and at the outset of training—that faculty, training staff, supervisors and administrators have a professional, ethical, and potentially legal obligation to: (a) establish criteria and methods through which aspects of competence other than, and in addition to, a student-trainees knowledge or skills may be assessed (including, but not limited to, emotional stability and wellbeing, interpersonal skills, professional development and personal fitness for practice); and (b) ensure— insofar as possible—that the student-trainees who complete their programs are competent to manage future relationships (e.g., client, collegial, professional, public, scholarly, supervisory, and teaching) in an effective and appropriate manner. Because of this commitment, and within their parameters of their administrative authority, naturopathic education and training programs, faculty, supervisors and administrators strive not to advance, recommend, or graduate students or trainees with demonstrable problems (e.g., cognitive, emotional, psychological, interpersonal, technical and ethical) that may interfere with professional competence to other programs, the profession, employers, or the public at large.
7. As such, within a developmental framework, and with due regard for the inherent power difference between students and faculty, students and trainees should know that their faculty, training staff, and supervisors will evaluate their competence in areas other than coursework, seminars, scholarship, comprehensive examinations, or related program requirements. These evaluative areas include, but are not limited to, demonstration of sufficient: (a) interpersonal and professional competence (e.g., the ways in which students relate to patients, peers, faculty, allied professionals, the public, and individuals from diverse backgrounds or histories); (b) self-awareness, self-reflection, and self-evaluation (e.g., knowledge of the content and potential impact of one's own beliefs and values on patients, peers, faculty, allied professionals, the public, and individuals from diverse backgrounds or histories); (c) openness to processes of supervision (e.g., the ability and willingness to explore issues that either interferes with the appropriate provision of care or impede professional development or functioning); and (d) resolution of problems or issues that interfere with professional development or functioning in a satisfactory manner (e.g., by responding constructively to feedback from supervisors or program faculty; by participating in personal therapy in order to resolve issues or problems).

8. It is the sole responsibility of students attending the UAGM School of Naturopathic Medicine to provide for all specialized equipment and any additional services they may require in order to complete their training. This includes arranging for and taking financial responsibility for any equipment or services required to manage every aspect of the Naturopathic Medicine Program curriculum and clinical practicum. Students with special needs are expected to complete every component of the program to the same performance standard that is applied to all other students. All students are expected to provide for sufficient equipment and additional services as needed to ensure that their theoretical and manual skills meet UAGM standard.

Therefore, I accept admissions to the School of Naturopathic Medicine at Universidad Ana G. Méndez with the above-mentioned conditions.

Applicant/Student Signature

Date

*Adapted from OLLU Psy.D Manual and Boucher Naturopathic School Admission Policy.

Diversity and Non-Discrimination Policy

The School of Naturopathic Medicine of Universidad Ana G. Méndez (SNM-UAGM) strongly values diversity and believes in creating an equitable, hospitable, appreciative, safe, and inclusive learning environment. We understand that diversity among students, faculty and supervisors enriches the educational experience, promotes personal growth, and strengthens community ties. Every effort is made to create a climate in which all staff and students feel respected and comfortable. The SNM-UAGM makes every effort to increase awareness, dispel ignorance, and increase comfort with diverse teaching experiences.

We recognize that a diverse training environment contributes to the overall quality of the school so applicants from diverse backgrounds are welcomed. The SNM-UAGM provides equal opportunity to all prospective students and does not discriminate against a person because of their race, skin color, religion, sex, sexual orientation, gender identity, ethnicity, national origin, age, disability, or any other factor that is irrelevant to success as a naturopathic medicine student. Applicants are individually evaluated in terms of quality of previous academic experience, extracurricular experiences, and community engagement. If an applicant or student requires reasonable accommodations, they are referred to the Vice-chancellorship of Quality of Life and Wellness to initiate any necessary process.

Applicant/Student Signature

Date

Program Policies Related to Naturopathic Medicine Doctoral Student Trainees Who Experience Conflicts Working with Diverse Patients*

In our **Naturopathic Medicine Doctoral Program**, we are committed to a training process that ensures that Naturopathic Medicine Doctoral Students develop the knowledge, skills, and attitudes to work effectively with members of the public, from now on, patients, who embody intersecting demographics, attitudes, beliefs, and values. Any Naturopathic Medicine Doctoral Student Trainee whose attitudes, beliefs, or values create tensions that negatively impact his/her training process or the ability to effectively treat members of the public will be monitored by the program faculty and supervisors who are committed to develop a training approach designed to support the acquisition of the professional competences in need. We support naturopathic medicine doctoral students in finding a belief- or value-congruent path that allows them to work in a professionally competent manner with all of their patients.

For some Naturopathic Medicine Doctoral Student Trainees, integrating personal beliefs or values with professional competence in working with all clients/patients may require additional time and faculty support. Ultimately, though, to complete our Naturopathic Medicine Doctoral program successfully, all students must be able to work with any patient placed in their care in a beneficial and non-injurious manner. Professional competencies are determined by the profession for the benefit and protection of the public; consequently, Naturopathic Medicine Doctoral Student Trainees do not have the option to avoid working with particular patient populations or refuse to develop professional competencies because of conflicts with their attitudes, beliefs, or values.

Applicant/Student Signature

Date

*Adopted from APA (2014)