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STATE OF OREGON  
OREGON BOARD OF NATUROPATHIC MEDICINE

**2024 Strategic Plan**

June 1, 2024



# **Oregon Board of Naturopathic Medicine**

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## **Agency Mission**

The mission of the Oregon Board of Naturopathic Medicine (Board) is to regulate, through the Oregon Revised Statutes and Administrative Rules, the practices of naturopathic medicine to ensure protection of the public. The Board promotes excellence in the practice of naturopathic medicine by assuring quality education, regulating naturopathic practices, and fostering ongoing public outreach. In this manner, the Board cultivates public trust and safety by ensuring the State of Oregon is served by naturopathic professionals providing the highest standards of care.

## **Diversity, Equity, and Inclusion (DEI) Statement**

The Board of Naturopathic Medicine recognizes and appreciates the importance and benefits of inclusion. The Board is dedicated to promoting diversity, equity, and inclusion in all aspects of our work. We believe in developing a nurturing culture that engages and supports all efforts to ensure equity through inclusion, interrupt oppression, prevent discrimination and discriminatory practices; and promote a work force, membership slate and licensee pool that is representative of our diverse community.

The Board recognizes diversity, equity and inclusion go beyond those employed by and serve on the Board. Diversity encompasses a wide range of identities, including but not limited to race, ethnicity, gender, sexual orientation, disability, age, religion, geographic region, socioeconomic status, and residence. At the Board of Naturopathic Medicine, we are committed to values that celebrate diversity, pursue equity in opportunities, and promote inclusion for all individuals within our agency and the naturopathic profession. Achieving DEI goals requires ongoing effort, collaboration, and accountability. The Board believes the best way to serve our constituents is through learning, evolving, and improving our practices to advance diversity, equity, and inclusion. The Board strives to create an inclusive agency where everyone feels valued and respected because of their difference – a place where all can be themselves to reach their potential, and collectively achieve the Board’s DEI goals.

## **Board’s primary areas of responsibility:**

- I. Licensing
- II. Legislation
- III. Administrative Rules and Policies
- IV. Complaints, Investigations, and Discipline
- V. Scope of Practice and Standards of Practice
- VI. Outreach and Engagement
- VII. Board Administration

## **Strategic Plan**

This two-year strategic plan identifies action items —tasks the Board and the Executive Director agreed to undertake in the near term relative to each area of the Board’s primary responsibilities. The Board is committed to advancing and improving the Board’s performance of its duties through the following concrete actions.

## Action Items

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### I. Licensing

- The Board is committed to repairing the impact of past or present discrimination, intended or unintended, increasing diversity of licensure applicants and current licensees.
- With an equity lens, the Board will conduct a broad assessment of the way the Board communicates to and with potential applicants for licensure and current licensees; with an emphasis on persons that hail from or practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities; through collection of demographic licensure data, surveys, and focus groups across the State of Oregon.

### II. Legislation

- The Board will pursue and advocate for the following legislative concepts:
  - ORS 685.110 Grounds for discipline; penalties. The current grounds for discipline need to be updated to reflect the current state of technology, scope of practice and public expectations for transparency and accountability. The Board seeks to amend the statute to add clarity and relevance to the current grounds, ensuring licensees accountability and protecting the public.
  - ORS 685.225 Investigation of complaints and alleged violations; subpoenas. Grant the authority to require a licensee to undergo a mental, physical, chemical dependency or competency evaluation.
  - Seek legislative options to find an additional revenue stream. The Oregon Board of Naturopathic Medicine is funded solely by licensure fees and civil penalties. Due to the increase of costs of goods and services, legislatively mandated salary increases for Board members and Board staff, and inflation; the Board had to increase licensure and other fees on the approximately 1200 Naturopathic licensees in the last two biennium budget cycles to maintain the legislatively required six-month limitation.

### III. Administrative Rules and Board Policies

- Deepening licensees' engagement and understanding of the Administrative Rule Making Process by identifying strategies to enhance community engagement around developing and creating Administrative Rules related to the practice of naturopathic medicine, including:
  - Communication using plain and inclusive language when conducting outreach regarding proposed changes to administrative rules and policies.
  - Listen and learn about the possible impact and barriers rules and policies have on licensees from underrepresented communities – with emphasis on licensees practicing

outside of urban areas, specifically eastern Oregon, and rural areas.

- Create opportunities for licensee/Board engagement through in-person and virtual activities, including in-person “open house” forums, virtual “town hall” meetings, recorded webinars.
- Revise “OAR 850-030-0030 Fitness for Licensure” through the rule making process, and internally revise the initial licensee application and renewal application to remove real and perceived barriers to licensure by eliminating unnecessary and irrelevant questions, especially those related to criminal history and not related to the practice of naturopathic medicine.

#### **IV. Complaints, Investigations, and Discipline**

- Develop an approachable and efficient way to review licensee discipline investigations to determine whether to dismiss an investigation or find a licensee is in violation and should be disciplined, including:
  - Create a separate “complaint review” category for complaints, if uncontroverted by additional investigation would not lead to a statute or rule violation.
  - Establish a standing meeting prior to the bi-monthly Board meeting between the Board Chair, Executive Director, and when necessary, Board AAG, to preview investigations scheduled for Board review to flush out issues presented in the investigation and applicable rules to aid the Chair in facilitating efficient and focused Board deliberations.
  - Create a “Procedural Roadmap” tool for board members to better understand the issues presented in a complaint, and applicable rules, to guide their deliberation to make consistent dismissal and discipline decisions.
- Create an Investigation / Discipline spreadsheet, a written record of past violations and subsequent discipline to ensure the Board issues consistent and defensible discipline with each new case.
- Establish Quarterly meetings between the Board Chair and Executive Director regarding pending investigations, tracking cases, and updating the Board

#### **V. Scope and Standards of Practice**

- Collect and use available data from licensees to inform the Board where there are gaps in the current scope of practice, to determine if it is within the Board’s jurisdiction to engage in corrective action.

#### **VI. Outreach and Engagement**

- Develop an outreach strategy to create an inclusive and equitable recruitment and application process that leads to a more diverse pool of applicants for licensure, as well as support and

retain licensees that serve and practice in communities encompassing a wide geographic range and range of identities, e.g. race, ethnicity, gender, sexual orientation, disability, age, religion, residence - rural areas, tribal lands, economically distressed and disadvantaged communities.

- Through in-person and virtual engagement activities; listen and learn about experiences, perspectives, real and perceived barriers impacting potential and actual applicants for licensure, as well as affect retention rates of current licensees, from the afore stated communities and individuals.

## **VII. Board Administration**

- Financial statements—The Executive Director will continue to provide and prepare financial statements for review and approval
- Executive Director’s Performance Review—The Executive Director will inform the Board regarding new State standards for Executive Director performance reviews.
- Staff Performance Reviews—The Executive Director will conduct performance reviews for the Board Administrative Specialist 2 and Board Investigator 2 per the Governor’s expectations.
- Required Training— Administrative Specialist 2 Robin Crumpler will support staff and Board members to complete all required trainings in a timely manner.