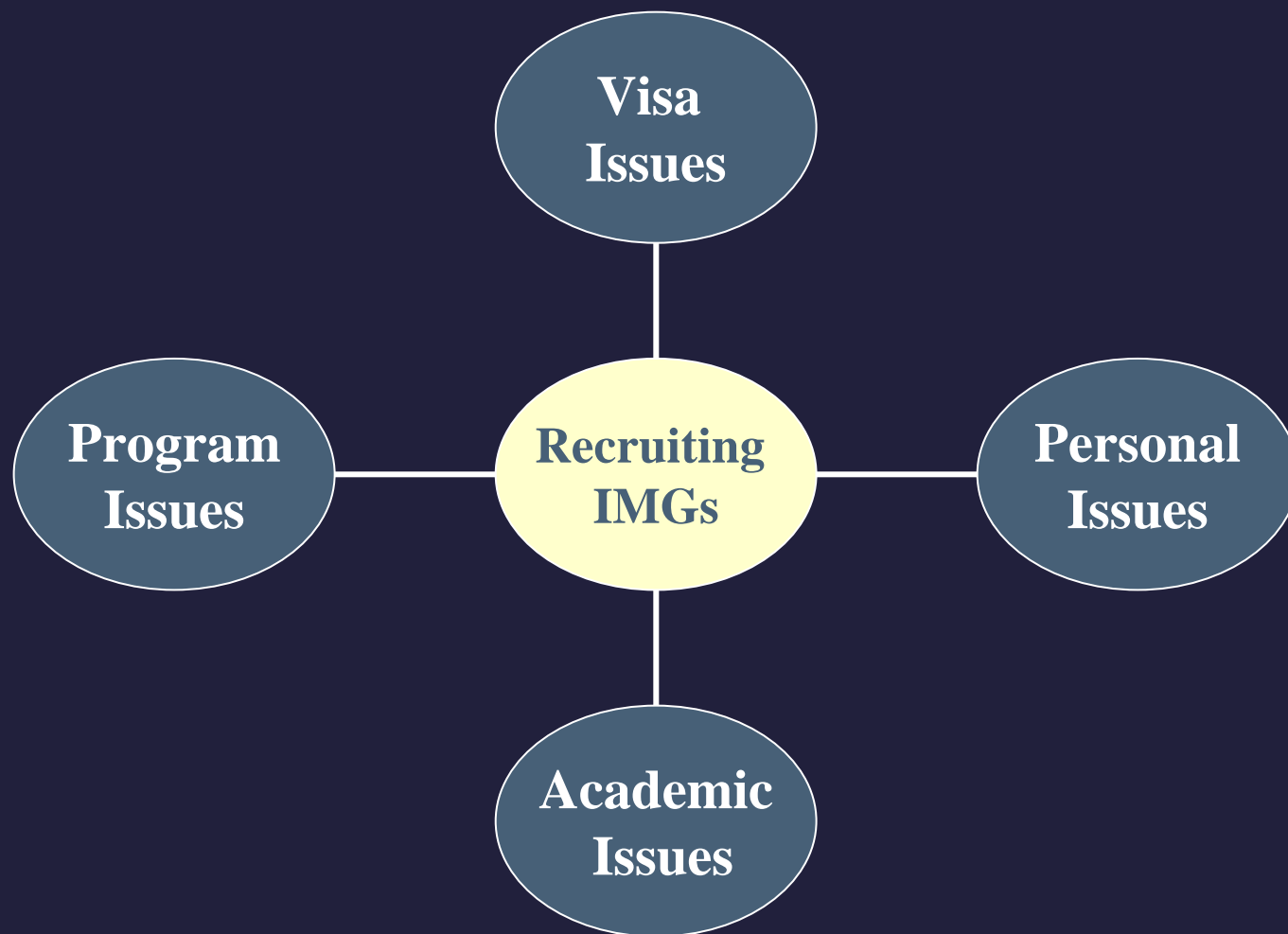


IMGs: Analyzing the Issues and Developing “Best Practices”

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Considerations



Analyzing the Issues

Academic Considerations

- Valid ECFMG certificate
- Licensure requirements
- Progression in training
- Alternative pathway
- Specialty board requirements
- Long-term educational objective

Analyzing the Issues

Immigration / Status Considerations

- Immigration history
 - Current and prior visas / status
 - Violations / visa overstays
 - Ties to the home country
 - Duration of eligibility
- Visa options
- Visa processing times / fees

Analyzing the Issues

Physician's Personal Considerations

■ Professional

- Recent medical graduate and first-time resident
- Pursuing three-year ACGME residency position (or short-term elective, observership, etc.)
- Seeking to retrain in U.S. (same or different specialty)
- Eligible for board credit for previous training in the U.S. or abroad
- Expressed desire for long-term opportunity in U.S.
- Committed to return to home country after U.S. training

■ Family / dependents / other

Analyzing the Issues

Institutional / Program Considerations

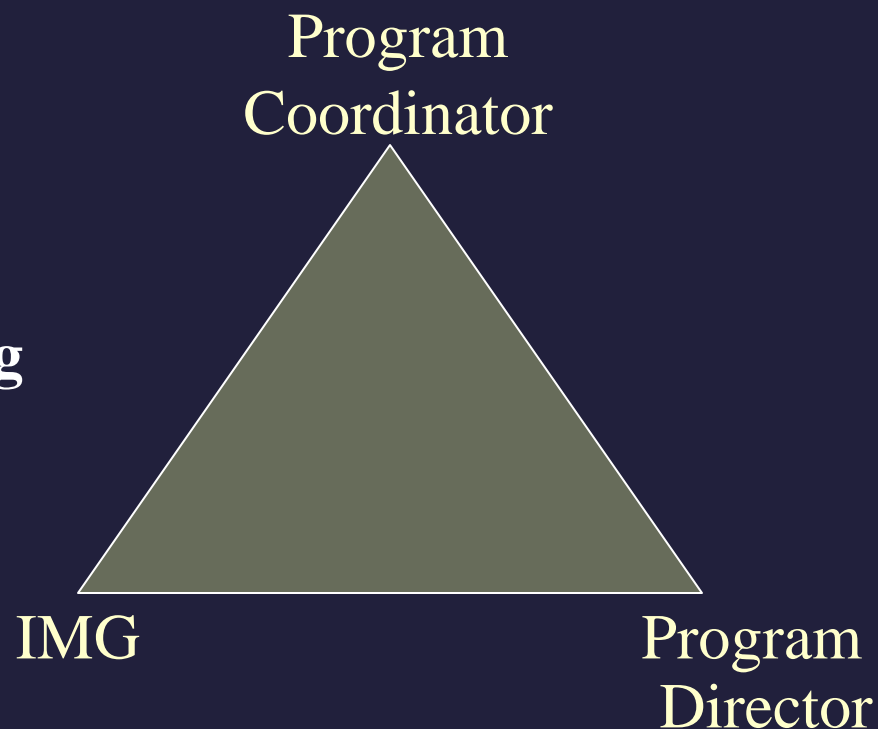
- Program needs
- Flexibility
- Visa policies / legal costs
- Cultural / language issues
- Orientation requirements

Developing Best Practices

- **Gather the facts**
 - Be objective, ask the right questions
- **Communicate with all responsible parties**
- **Consider the options**
 - Weigh the interest of institution, program and physician
- **Seek consensus but insist on compliance**
- **Learn from experience**
 - Recognize the early warning signs and avoid complications

Consistent and Effective Communication

- Initial evaluation
- Interview
- Contractual agreement
- Arrival and orientation
- Commencement of training
- On-going evaluations
- Training progression
- Program completion



Common Issues for Incoming IMG Residents

- **Timing: March – July**
- **Processing Delays**
 - Verification of final medical school diploma and transcript and issuance of ECFMG certificate
 - USMLE scores (*Step 3 for H-1B)
 - Visa interviews and / or security clearances
 - Change of visa status approval (B-1 visitor to J-1 or H-1 for training)
 - Issuance of Social Security number
 - Medical license
- **Acculturation**
 - Communication
 - Adjustment

Questions?

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