

Institutional Compliance and the IMG in Residency

ECFMG
Exchange Visitor
Sponsorship Program
September 22-23, 2008
Philadelphia, PA

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NSLIJ Health System

- 15 Facilities
- 9 Actively Appointing/Hiring Trainees
- 90 program
- 1200 residents

2008 Class

- 100/1200 IMG trainees required visas
- 8.3% of the complement

2008 Visa Activity

Visa Type Breakdown

- 43 H1B's
- 19 J-1's
- 2 Terminal Clinical Experience F-1's

General Process - Fall

- Central office manages process
 - All visas prepared/reviewed by the OAA
 - Annual review and update of visa policy
 - Fall reminder of policy to all programs
 - Create visa FAQ for interview season

General Process - Spring

- Prepare pre-MATCH applications ASAP
- Visa information to MATCH candidates
- Post-MATCH applications by April 15th
- On boarding visa activity
- Terminations visa activity
- Ongoing oversight and counseling

Visa Policies

- Should Address
 - Visas types that are acceptable
 - Criteria to be eligible for each type
 - Application deadlines
 - Arrival deadlines
 - Restrictions on visa holders
 - Duration considerations

Thoughts & Considerations

- Full disclosure of visa policy at interview
- Need full background of candidate
- Seek information on future plans
- Impact of early termination
- Impact of LOA's and non work time
- Eligibility for license (full/training)
- Ability to travel while training
- Other

Post-approval Procedure

- Official notice to resident
- Notice to HR for I- 9 completion
- Notice to program
- Flag expiration date in system
- Counsel
 - Travel
 - Moonlighting
 - Non working periods

Termination Procedure

- Change file status
- Notify HR
- Send letter to USCIS

Special Concerns

- Not enough time left to complete training
- Failure to take or pass USMLE Step III
- Out of status
- Travel abroad
- Did not pick up visa at consulate
- Protected status
- Moonlighting
- Early termination
- Family Applications
- Changing programs
- Full time to part time
- Outside rotations
- Late arrivals
- Orientation Participation