Acculturation of International Medical Graduates. International Medical Graduates (IMGs) without US citizenship made up 25% of the applicant pool in 2009. This number has been rising from year to year for some time. The number of non-US IMG applicants is expected to continue to rise in the years to come, particularly in the eastern seaboard residency programs. This workshop is intended to highlight the many facets of acclimatization the IMG needs to engage in order to adjust to language, traditions, rules and regulations in the US which can be quite different from medical education in their various home countries. Central to this workshop is a presentation by the Dr. Gerald Whelan, from the Educational Commission for Foreign Graduates (ECFMG) who will be discussing their Acculturation Program. Their web-based program is designed to assist IMGs with the transition to working and living in the United States. As part of this program, the ECFMG is developing a spectrum of resources designed to help IMGs as they learn about the U.S. medical system in which they will be learning and training during their GME and about living in the United States. Many residency programs may be opening their doors to the IMG applicant or have newer program directors. Even the most experienced program directors may learn about new resources they may have not been aware of previously. Participants can share their individual experiences and their best practices for all to gain from.

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The following is a listing of the issues raised in the Small Group Session during the Workshop on April 2, 2011; potential solutions follow in the resource list below:

LANGUAGE / COMMUNICATION
- screen during interview
- assess comprehension (CSA exam?)
- comments from LOR writers
- knowledge of US healthcare system
- US experience/observership
- advanced degrees (MPH?)

VISA ISSUES
- PD/coordinator/GME responsibility?
- complicated/confusing

QUESTIONS ABOUT INTERNATIONAL MEDICAL SCHOOLS
- WHO will create list of approved schools
- quality of education

PEERS/NURSE PERCEPTIONS
- language
- culture
- mannerisms/body language
- gender
- hygiene/appearance
- stereotyping
- religious beliefs

DAILY LIVING
- H1 visa arriving late
- missing orientation
- delay with SSN
- pairing?
- facebook sites
- “accent redux”

OTHER
- informal work with a mentor
- “reactive” to complaints
- perception differences (what really happened?)
- “it only takes on negative interaction” resident will always be perceived as “bad”
- male/female interactions
- attendings refusing to give negative feedback
The following resources were identified and/or discussed during the series of Webinars for Program Directors and Staff of GME programs with IMGs hosted by The Acculturation Program of the Educational Commission for Foreign Medical Graduates (ECFMG) on June 1, 2 and 3, 2010.

ECFMG Website

www.ecfmg.org

Program directors and staff should become familiar with the contents of at least two sections of the ECFMG website:

Acculturation

http://www.ecfmg.org/acculturation/index.html

Information on the ECFMG Acculturation Program Goals and Objectives, the IMG Advisors Network, the Interdisciplinary Health Care Team, The One Dozen Things…videos and discussion points, Medicalesse, What’s In A Name? and the newest addition, the IMG Survival Guide Template. Many resources are downloadable and all are free.

Exchange Visitor Sponsorship Program

http://www.ecfmg.org/evsp/index.html

Information on a wide range of topics related to J-1 exchange visitor visa holders including Initial Arrival and Travel outside the U.S. Also includes a very useful set of Frequently Asked Questions and several PowerPoint presentations that can be opened and copied.

Irene Anthony, Assistant Manger, EVSP – (215) 823-2132

Orientation PowerPoint developed by International Students & Scholars Office (ISSO), University of Massachusetts Medical School

A presentation that addresses several significant visa issues but also includes a good deal of general acculturation information tips. This program is sent out in advance to newly arriving IMGs along with letter highlighting critical information for J-1 visa holders and providing documentation of receipt of required orientation. Both resources are available upon request from Michelle Deignan at Michelle.Deignan@umassmed.edu.
The International Medical Graduates’ Guide to U.S. Medicine and Residency Training

https://www.acponline.org/atpro/timssnet/products/tnt_products.cfm?action=long&primary_id=330371400

Co-authored by ECFMG and the American College of Physicians and published by ACP, this is a comprehensive resource addressing all steps in the IMG experience from application to programs to understanding American GME to living and working in the U.S. Available electronically or as hardcopy.

Introduction to the Practice of Medicine (AMA)


Introduction to the Practice of Medicine (IPM) is an interactive, Web-based educational series that helps residents and their institutions develop the competencies required by the Accreditation Council for Graduate Medical Education (ACGME).

Assessment of Professional Behaviors (NBME)

http://www.nbme.org/schools/apb/index.html

The APB Program supports continuous learning among residents, fellows, and faculty around communication and interpersonal skills, professionalism, and practice-based learning and improvement.
A Faculty Development Program for
Teachers of International Medical Graduates

http://www.afmc.ca/img/default_en.htm

A comprehensive resource developed by the Association of Medical Faculties of Canada.

San Francisco Welcome Back Center

http://welcomebackinitiative.org/sf/index.html

One example of a comprehensive support program for IMGs and other international health professionals. Their mission statement:

"To build a bridge between the pool of internationally trained health workers living in the United States and the need for linguistically and culturally competent health services in underserved communities."

Life Curriculum

http://www.lifecurriculum.info/

The LIFE Curriculum is a collaborative effort of Duke University Hospital, the UNC Hospitals, the NC AHEC, and the NC Physician's Health Program to assist graduate medical education programs, their residents, and faculty to prevent, identify, and manage resident fatigue and impairment.

Accent Master*

http://www.accentmaster.com/

Products and Services for Accent Reduction

Language Directions*

http://www.languagedirections.com/

LANGUAGE DIRECTIONS offers customized solutions to the language challenges and concerns facing corporations and individuals today.

*Commercial entities, not endorsed by ECFMG but mentioned by Webinar participants as useful resources based on their experience
**Webinar recording links**
Hear and see everything that occurred in the webinars

Webinar June 1 (Tuesday AM)
[https://ecfmg.webex.com/ecfmg/lsr.php?AT=pb&SP=TC&lID=39519067&act=pb&rKey=5d4ecece43a8f2a1](https://ecfmg.webex.com/ecfmg/lsr.php?AT=pb&SP=TC&lID=39519067&act=pb&rKey=5d4ecece43a8f2a1)

Webinar June 2 (Wednesday AM)

Webinar June 3 (Thursday AM)
[https://ecfmg.webex.com/ecfmg/lsr.php?AT=pb&SP=TC&lID=39575672&act=pb&rKey=8c6884db167dcefd](https://ecfmg.webex.com/ecfmg/lsr.php?AT=pb&SP=TC&lID=39575672&act=pb&rKey=8c6884db167dcefd)

Webinar June 3 (Thursday PM)
Sorry, not recorded ;(