Association of Pediatric Program Directors

APPD VIRTUAL CAFE

Supporting Trainees on Visas

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https://www.surveymonkey.com/r/R6C8SF6

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Supporting trainees on visas



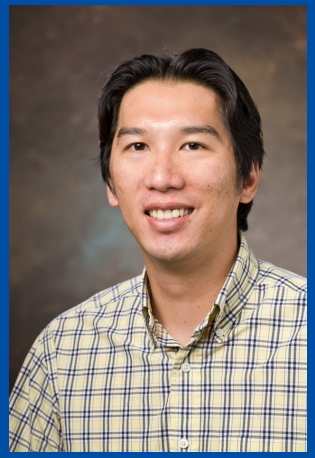
Lindsay Johnston, MD, MEd

Associate Professor of Pediatrics (Neonatology)
Director of Fellowships



Shruti Gupta, FAAP, MD

Associate Professor of Pediatrics (Neonatology)
Medical Director



E. Vincent S. Faustino, MD, MHS

Professor of Pediatrics (Critical Care)
Director of Trainee Research



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Professor of Pediatrics (Hem/Onc)
Fellowship Director



Suganthinie Velagala, MBBS

Neonatology Fellow, PGY-6
Fellow Research Liaison Lead

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Supporting trainees on visas: J1 Visa Waiver Process

Suganthinie Velagala, MBBS

Neonatal-Perinatal Medicine Fellow, PGY-6

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Pediatric Physician Workforce

- AMA foresees physician shortages, especially in primary care.
- **The 2013 American Academy of Pediatrics policy notes a shortage of pediatric medical subspecialists.**
- National Resident Matching Program: approximately 10% of post-graduate year 1 applicants match into pediatric programs.
- Adequacy of the pediatric workforce must consider the role of IMGs in addressing general and subspecialty pediatric care needs.

Duvivier RJ, et al. International Medical Graduates in the Pediatric Workforce in the United States. Pediatrics. 2020

Workforce of Pediatric Physicians

Type	n	%
All IMGs	21 611	23.3
US citizen IMG	4775	5.1
Non-US citizen IMG	16 182	17.4
Unknown IMG	654	0.7
All US-MGs	71 195	76.7
US MD	67 152	72.3
US DO	4043	4.4
All Pediatrics	92 806	100

Duvivier RJ, et al. International Medical Graduates in the Pediatric Workforce in the United States. Pediatrics. 2020

Pediatric Physician post-graduation plans

- Direct patient care (n = 18 103, 83.8%)
- Residency or fellowship programs (10.7% of IMGs in pediatrics)
- Medical teaching (n = 244; **1.1%**)
- Research (n = 187; **0.9%**)
- Administration (n = 146; **0.7%**) as their major professional activity.
- Less likely to work in group/hospital practice
- Self-employed solo practice

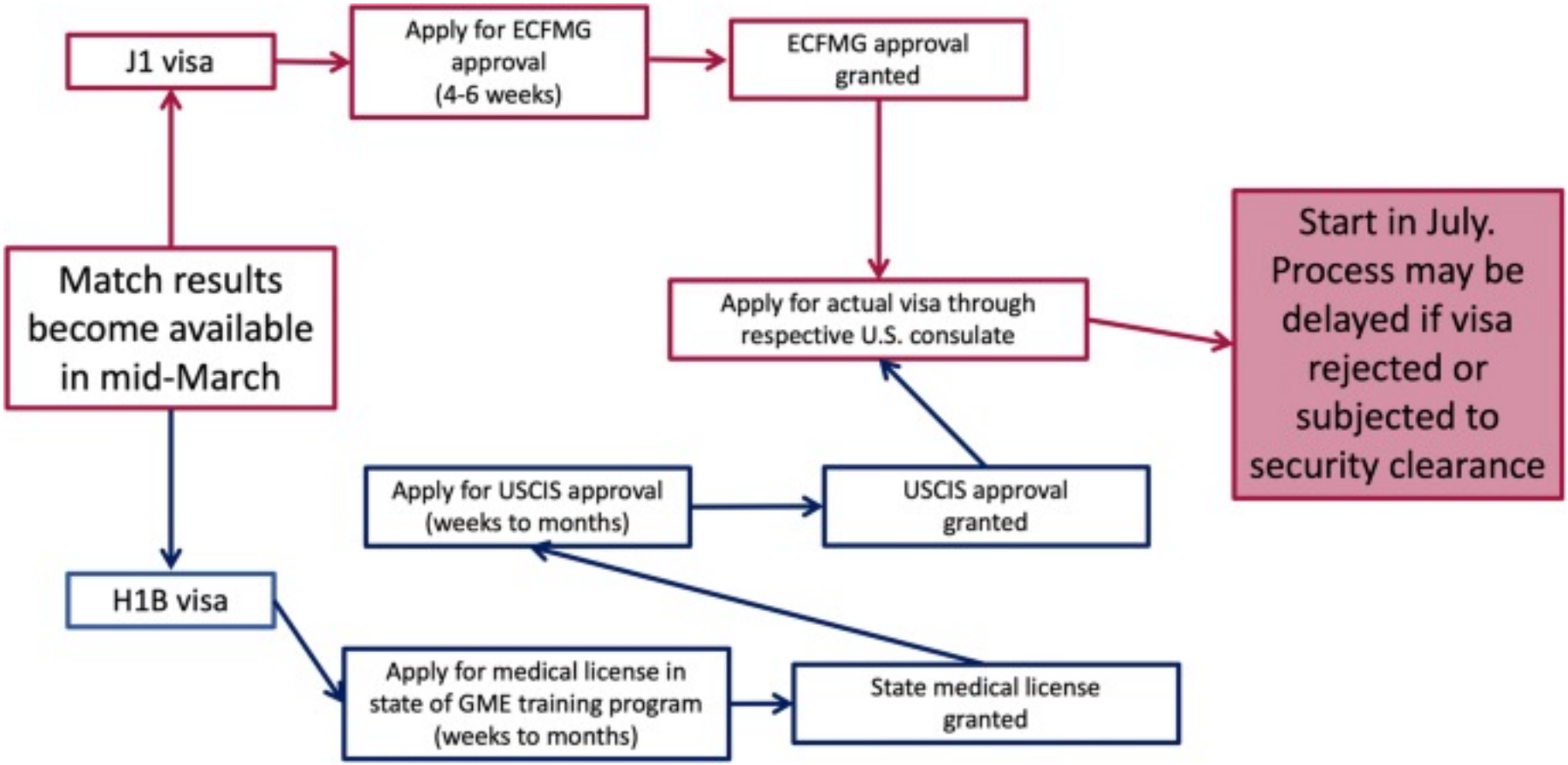
Duvivier RJ, et al. International Medical Graduates in the Pediatric Workforce in the United States. Pediatrics. 2020

Some definitions…

- **VISA**: a government-issued document that allows entry and stay in a country for a specific period.
- **WAIVER**: exempts an individual from specific immigration requirements.
- **SPONSORSHIP**: involves an organization taking legal and financial responsibility for a foreign national's visa.

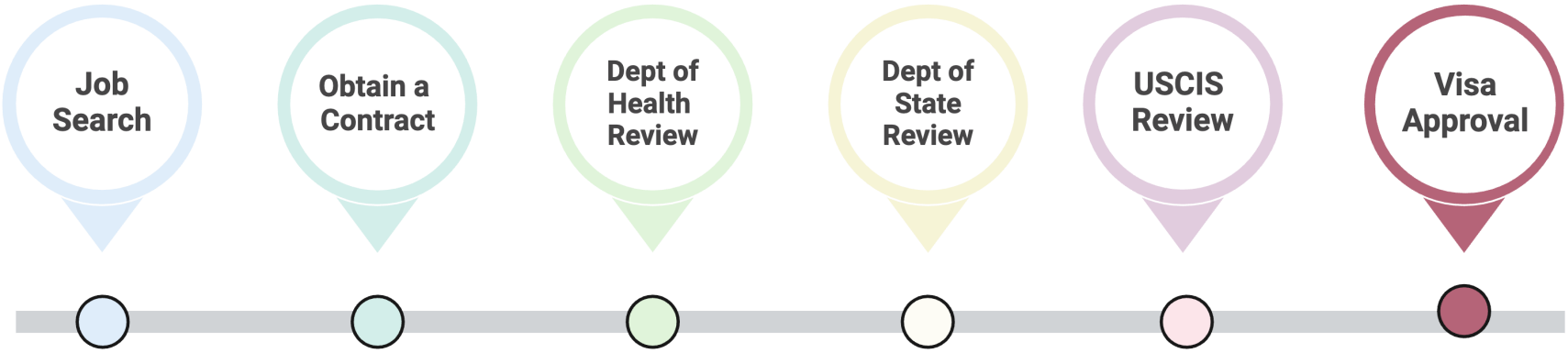
Al Ashry, et al. J gen intern med 2019

Post-Match Visa Application Timeline for residency



Al Ashry, et al. J gen intern med 2019

J-1 VISA WAIVER TIMELINE

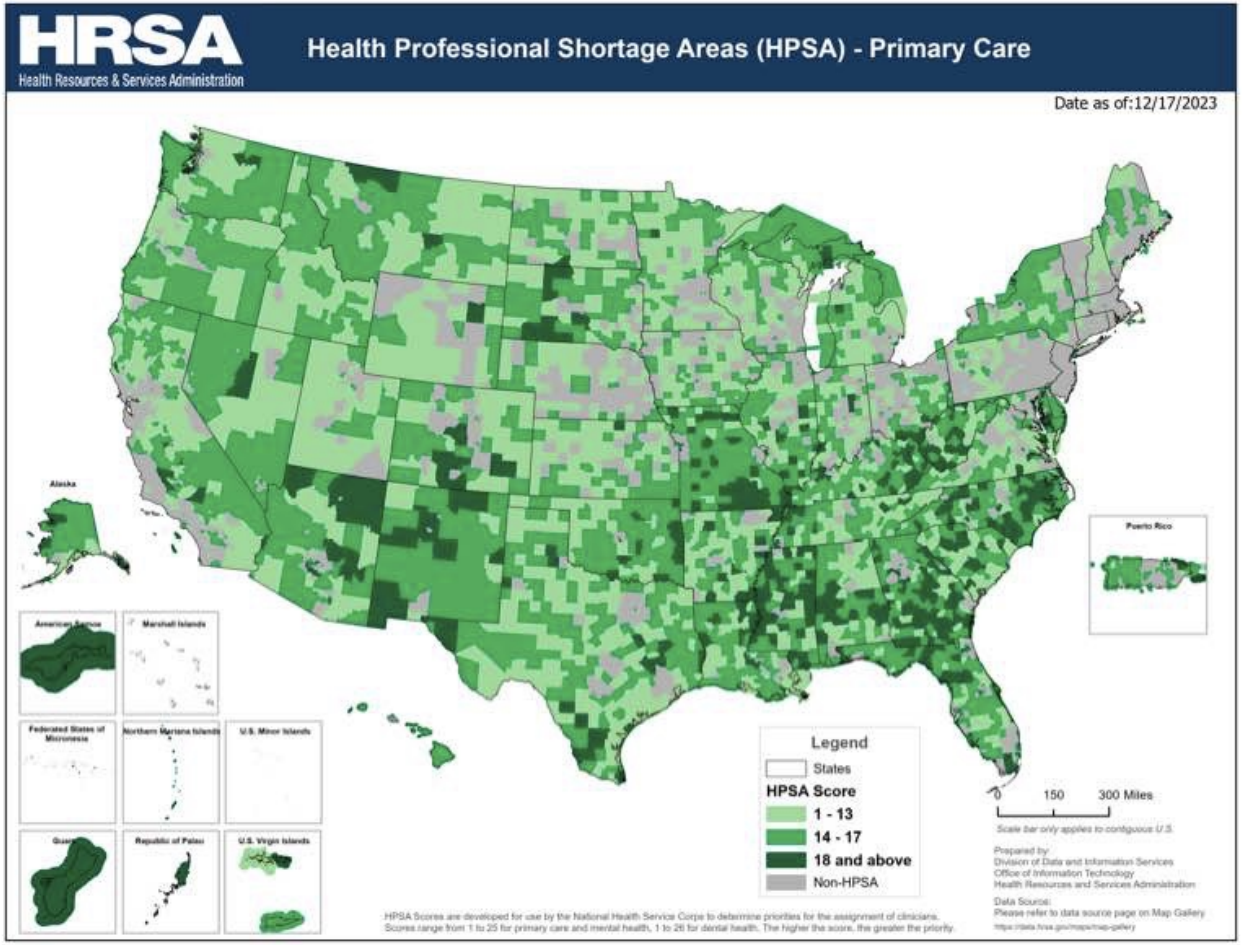


TIMELINE

3-6 MONTHS	1-2 MONTHS	2-6 WEEKS	2-3 MONTHS	2-4 MONTHS	UP TO 12-18 MONTHS
Discuss with partner/family regarding location, private practice vs academic setting	Broaden job search, consider multiple contracts for J-1 physicians. Avoid new sponsors Negotiate and communicate compensation expectations.	Complete the Online J Visa Waiver Application. Gather required documents Fill out DS-3035	Write Statement of Reason for DOS to explain extended stay Check home country's No Objection Policy Request a No Objection Statement	Check progress online using assigned case number. USCIS becomes the final authority for J-1 waiver approval.	Recognize that strict home country policies may lead to denials

Created with BioRender.com.

Physicians must practice in a Health Professional Shortage Area (HPSA)



https://hospitalmedicaldirector.com/what-hospitals-need-to-know-when-hiring-foreign-medical-graduate-physicians
Accessed: March 24th 2024

J1 Visa Waivers

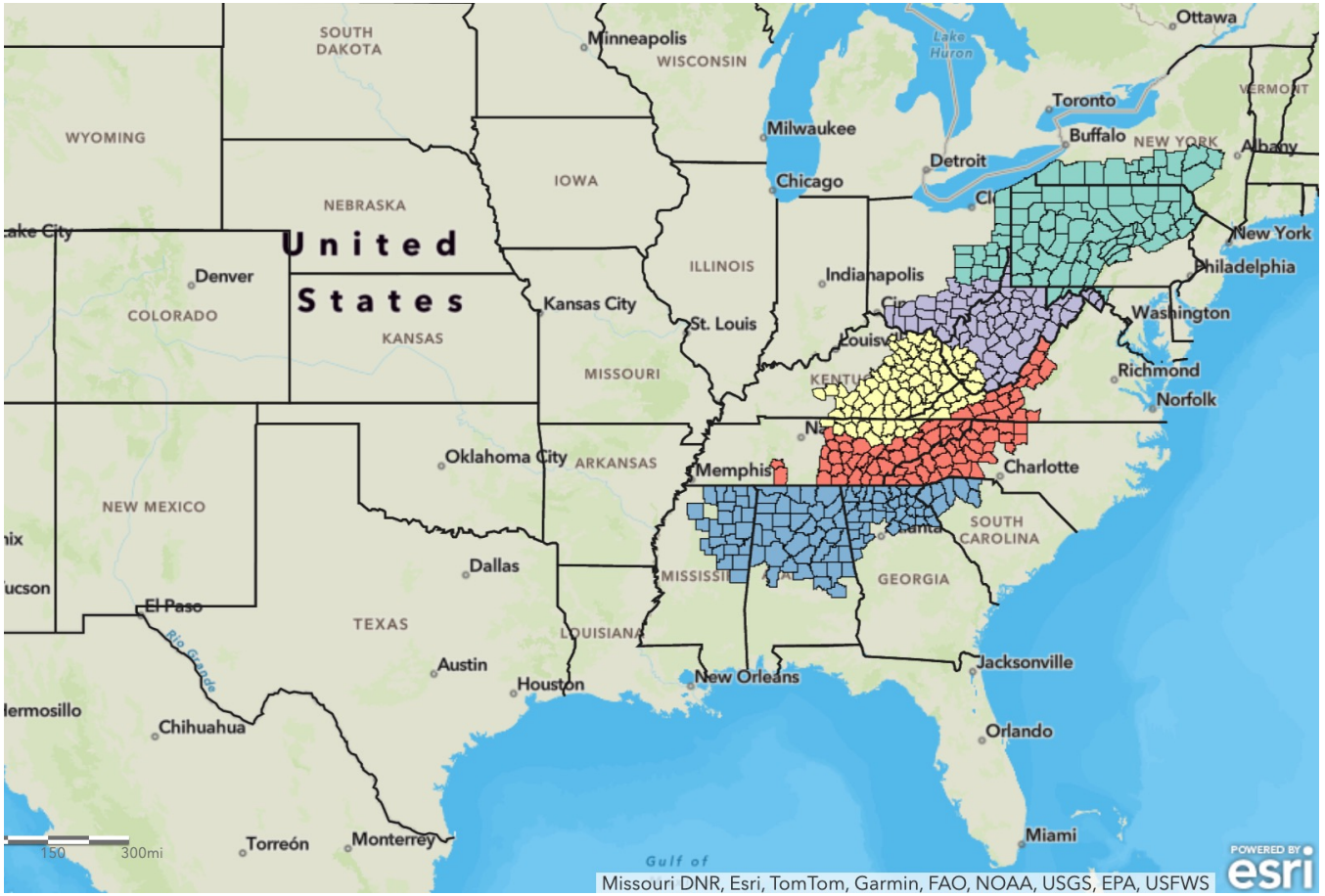
- **Persecution waiver**
- **Veterans Administration (VA) waiver**
- **Health and Human Services Administration (HHS) waiver**

Conrad-30 Waiver



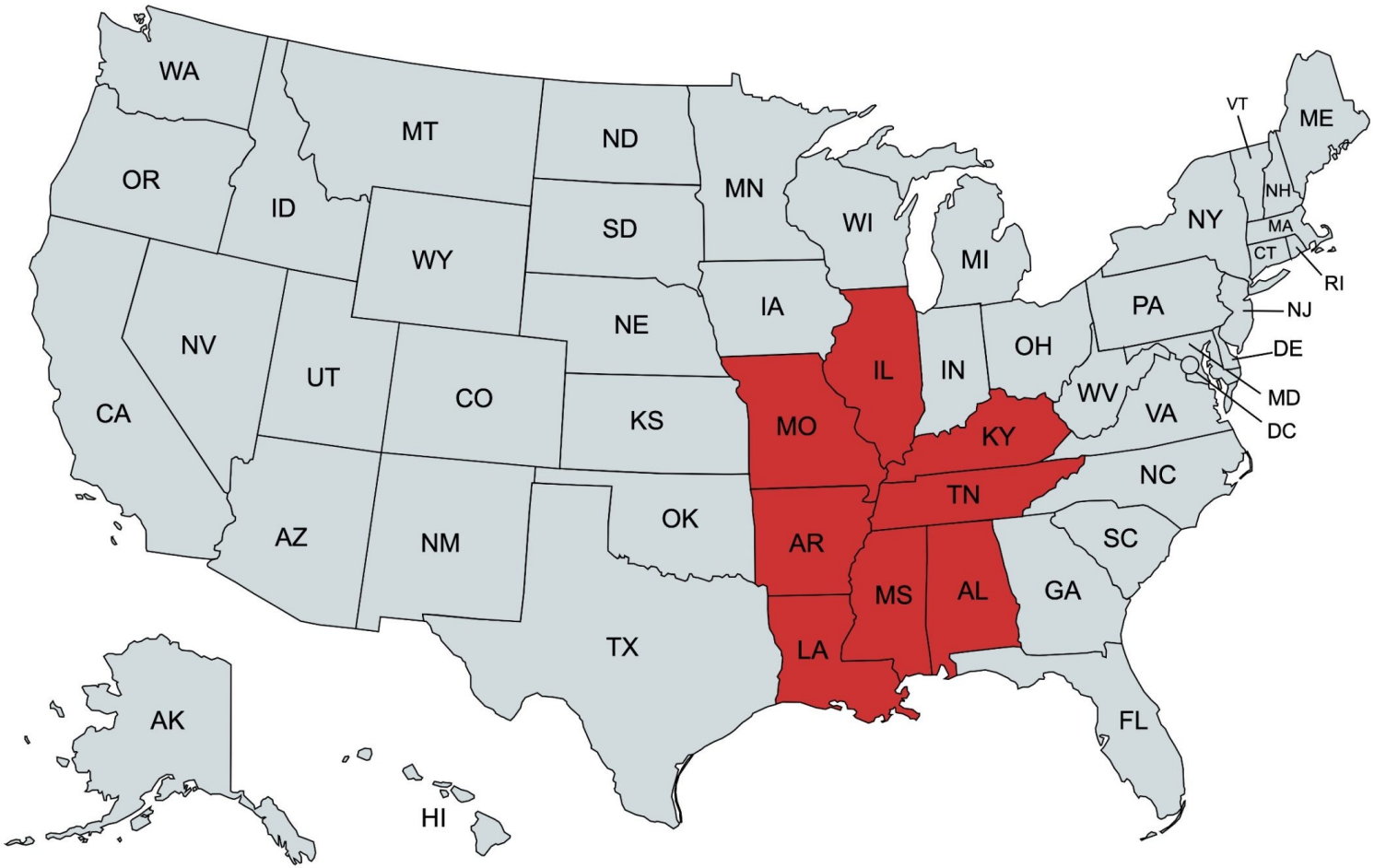
Conrad-30. 2024: http://conrad30.com/
Accessed: March 24th 2024

Appalachian Regional Commission (ARC) Waiver



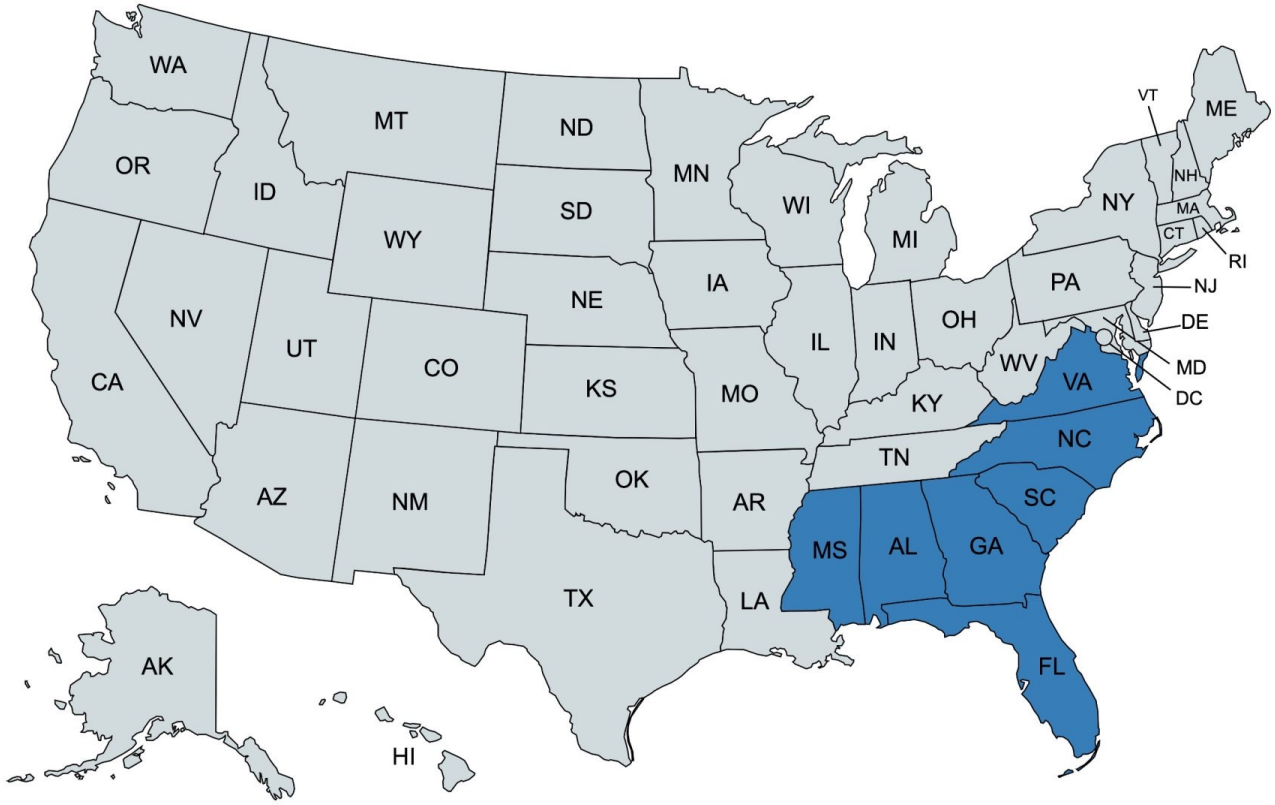
Appalachian Regional Commission: https://www.arc.gov/about-the-appalachian-region/
Accessed: March 24th 2024

Delta Regional Authority (DRA) Waiver



https://hospitalmedicaldirector.com/what-hospitals-need-to-know-when-hiring-foreign-medical-graduate-physicians
Accessed: March 24th 2024

Southeast Crescent Regional Commission (SCRC) Waiver



https://hospitalmedicaldirector.com/what-hospitals-need-to-know-when-hiring-foreign-medical-graduate-physicians
Accessed: March 24th 2024

Challenges faced by IMGs in the long term

Shruti Gupta, MD,
Associate Professor of Pediatrics

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What's next?

J-1 waiver gets you to a conditional H-1 B.

Must work for a minimum of 3 years to start Green Card process.

3 major categories: EB-1, EB-2 and EB-3.

Country of birth plays a pivotal role.

Back log for certain countries is decades long for EB-2/3.

CV building for eventual EB-1

What is EB-1?

You must be able to demonstrate extraordinary ability (extensive application)

Must meet at least 3 of the 10 criteria or evidence one-time achievement (Oscar, Olympic, Noble prize)

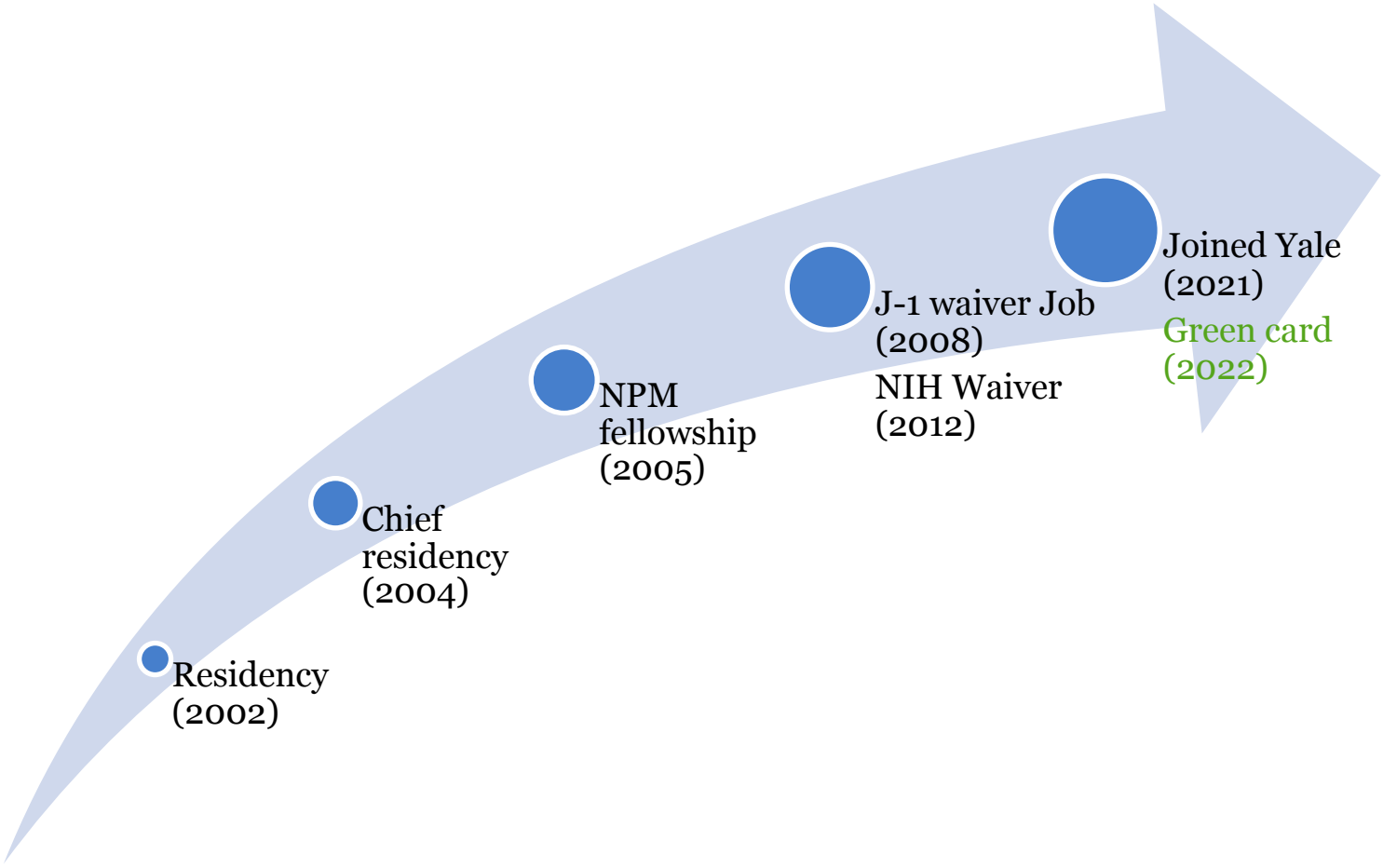
- Evidence of authorship of original scientific, scholarly articles.
- Evidence that you have been asked to judge work of others (Peer review, journal reviewer).
- Evidence of published material about you in professional publications or major media.
- Evidence of membership in associations in the field which demand outstanding achievement of members.
- Evidence that your work has been displayed at exhibitions or showcases.
- Evidence of your performance of a leading or critical role in distinguished organizations.
- Evidence that you command a high salary in relation to others in the field.
- Evidence of commercial success
- Evidence of receipt of lesser nationally or internationally recognized prizes or awards.

Challenges:

- Finding the waiver job
- Relocation/Away from family
- Unable to change the job for years
- Workplace discrimination
- Changed career trajectory
- Finances: extremely expensive process
- Travel restrictions
- Emotional distress
- Unable to take family leaves/breaks/disability
- Fear of family deportation incase of disability/death



My Career Trajectory:



Pursuing a Research Career as an IMG

E. Vincent S. Faustino, MD, MHS
Professor of Pediatrics (Critical Care)
Director of Trainee Research

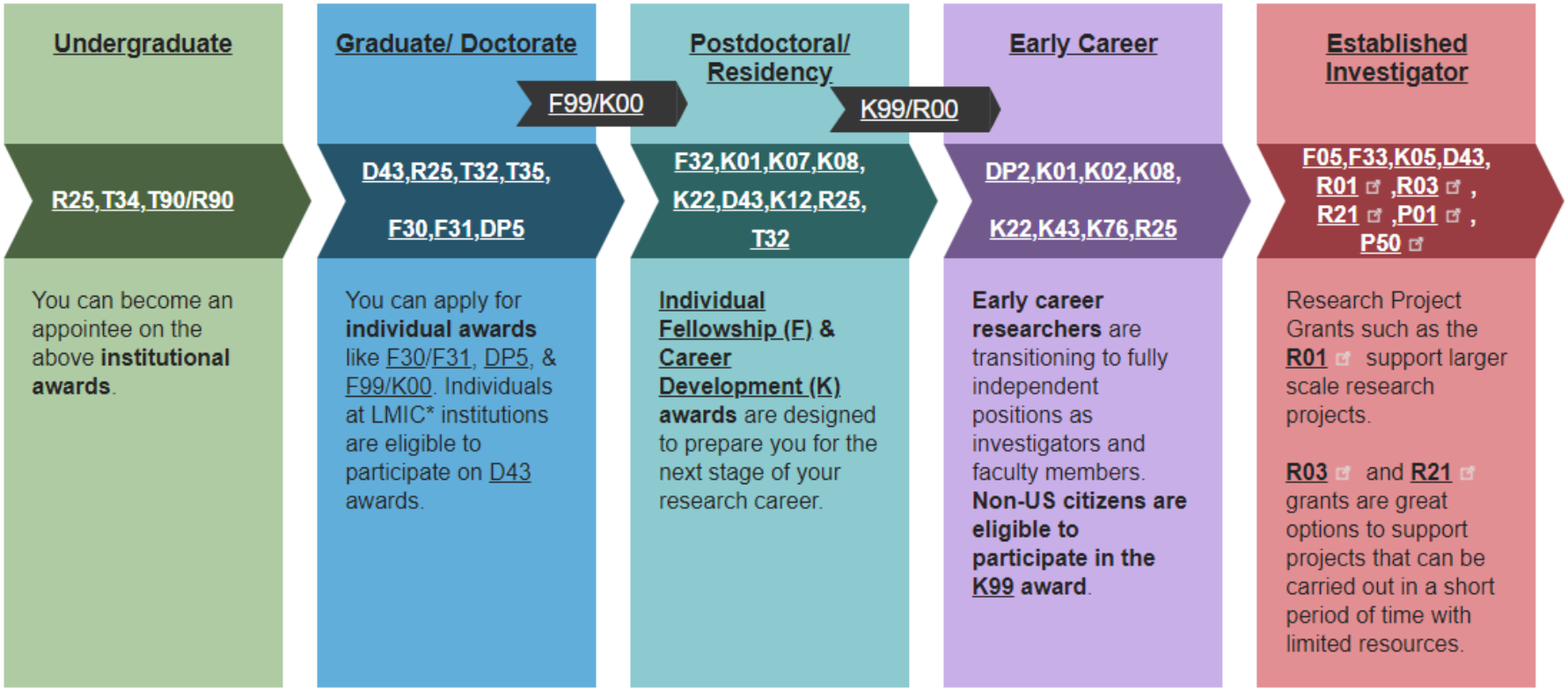
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Caveat

- Non-US citizen IMG on a non-immigrant visa, particularly J1 visa

NIH Funding Programs by Career Stage



Key

F = Fellowship
K = Career Development
R = Research
T = Training
P = Program Project/Center

*LMIC = Low-and-Middle-Income Country

Requirements

- US citizen or permanent resident
- At least 75% protected research time

Options

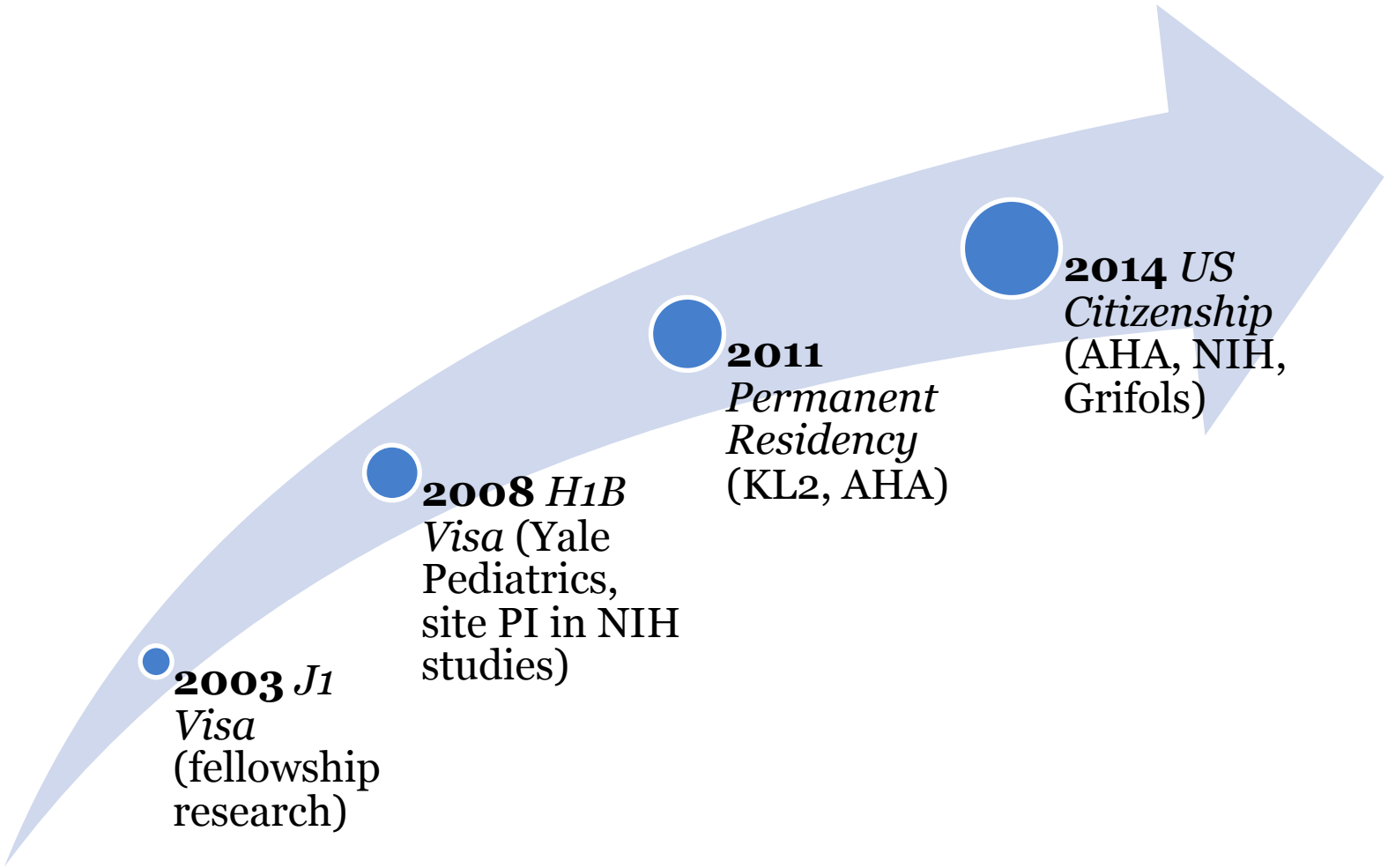
No permanent residency

- K99/R00
- Independent funding
  - R series
- Foundation grants
- Local grants

No protected research time

- O visa
- Work above clinical hours
- Local grants

My Journey


2003 *J1 Visa* (fellowship research)
2008 *H1B Visa* (Yale Pediatrics, site PI in NIH studies)
2011 *Permanent Residency* (KL2, AHA)
2014 *US Citizenship* (AHA, NIH, Grifols)

It’s all about perspective



PD perspective

Farzana Pashankar MD, MRCP, MBBS

Professor of Pediatrics (Hematology/Oncology)

Fellowship Director

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How to Support JI Trainees as a PD – Challenges and Potential Solutions

Applying for Fellowships

Challenges

- Many fellowships support trainees in second and third year on NIH grants
- These grants are restricted to US citizen and permanent residents
- So programs may not be able to offer spots to IMG

Solutions

- As PD, obtain other sources of funding to support second and third year fellows
- This allows programs to accept applicants on JI visa

How to Support JI Trainees as a PD – Challenges and Potential Solutions

Options after completing fellowship

- Apply for JI waiver position – in speciality or if lucky find subspeciality waiver
- Waivers through - Conrad 30 program – Medically underserved areas
- - US federal Agency waiver - Appalachian Regional
- - Department of Veterans Affairs
- - Hardship and persecution waivers
- These will be primarily clinical positions
- After completion of waiver – apply for subspeciality jobs with HIb

How to Support JI Trainees as a PD – Challenges and Potential Solutions

Continuing Research Beyond Fellowship

- No clear pathway
- JI waiver at Academic institution – Congress permits 3 spots per state at academic centers which may not be in underserved area
- DHHS research waiver - allows FMG J1 physicians to work directly in an academic research setting. The application must contain evidence that the J1 FMG physician is indispensable to the research program in the sponsoring institution

Useful Websites for FMGs for J1 Waivers

- Information on the Conrad 30 program through the USCIS website https://www.uscis.gov/working-united-states/students-and-exchange-visitors/conrad-30-waiver-program
- DRA program –
- http://dra.gov/initiatives/promoting-a-healthy-delta/delta-doctors/how-to-apply/
- J1 waiver through HHS https://www.hhs.gov/about/agencies/oga/about-oga/what-we-do/exchange-visitor-program/index.html
- The Appalachian Regional Commission J1 waiver program https://www.arc.gov/program_areas/J1VisaWaivers.asp

Ashry H, J Gen Intern med 34; 1337-41