



Three-Part Telephone & E-mail Seminar:

“Current Issues In Immigration For Nurses And Other Healthcare Professionals (PTs/OTs/MTs/MLTs/SLPs-As/Physician Assistants)”

Speakers: with Judith Pendergast, Donna Richardson, Virginia Alinsao, Sylvia Boecker, Dan Coble, Mary Lou Creedon, Tim Hall (DOS), Michael Hammond, Leonard Lapinski, Bobbi Pierce, Naveen Rahman, William Stock and Deborah Washington

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Seminar Outline

Each call features an hour of analysis, strategy and practice tips by Judith Pendergast, Donna Richardson, Virginia Alinsao, Sylvia Boecker, Dan Coble, Mary Lou Creedon, Tim Hall (DOS), Michael Hammond, Leonard Lapinski, Bobbi Pierce, Naveen Rahman, William Stock and Deborah Washington followed by 30 minutes of questions and answers from participants.

FIRST Phone Session on September 30:

- NIVs: H-1Bs and H-1Cs
- Ivs: Schedule A and Non Schedule A
- Overview of licensing issues
- Final rules related to the certification of foreign-educated healthcare professionals
 - application to TN and temporary visas
 - initial application and adjustment of status
 - transition period
 - BCIS approval of certifying agencies
- How the rule will affect recruitment
- How the rule will affect CGFNS Visa Screen process

SECOND Phone Session on October 23:

- How the shortage of healthcare professionals is affecting recruitment
- Working with contract/independent recruiters
 - Criteria used to choose an independent recruiter
 - Individual healthcare facility's involvement in the recruitment process
- How do healthcare professionals adapt to the new environment
 - Interactions with colleagues, patients, and the community
 - Common challenges seen: language, customs and working within a different healthcare system
- Has the pace of international recruiting increased, decreased or remained the same?

THIRD Phone Session on November 24:

- Visa processing in India and the Philippines
- Attitudes in the Philippines and India
- State licensing process for the foreign educated nurse
- Success rate on the NCLEX-RN for the foreign educated nurse
- Practice experiences/discipline experiences for the foreign educated nurse
- Recruitment efforts

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About the Speakers

Judith Pendergast is currently the Director of Planning, Marketing and Communications for the Commission on Graduates of Foreign Nursing Schools (CGFNS). Prior to holding this position, Ms. Pendergast served as the Director of Government Affairs for the Michigan Nurses Association and as the Executive Administrator for the Wisconsin Nurses Association. In addition, Ms. Pendergast has twenty years of clinical nursing experience in emergency services. Ms. Pendergast holds a diploma in nursing from Mercy Medical Center School of Nursing in Oshkosh, Wisconsin, a baccalaureate degree from Marian College in Fond du Lac, Wisconsin, and a juris doctor degree from Marquette University School of Law in Milwaukee, Wisconsin.

Donna Richardson is the Director of Operations and Governmental Affairs for the Commission on Graduates of Foreign Nursing Schools (CGFNS)/International Commission on Healthcare Professions (ICHP). She is responsible for monitoring legislative and regulatory initiatives on immigration, professional standards and licensure affecting healthcare professionals. Previously, she was the director of Clinical Trials Programs at Howard University Cancer Center. A registered nurse and attorney, Ms. Richardson is counsel to the law firm of Joan Wilbon and Associates and Assistant Professor of Nursing and Medicine at Howard University. Ms. Richardson has served as Director of Governmental Affairs of the American Nurses Association and as an attorney at the Department of Labor. She is a recognized speaker and expert on health care reform, HIV policy, women's health research, occupational health or nurses and clinical trial recruitment. She is a past member and President of the Montgomery County Commission for Women and the Board of Family and Child services of Washington, DC.

Virginia C. Alinsao is Director of International Nursing Recruitment for the Johns Hopkins Health System in Baltimore, Maryland, USA. In this role, she is responsible for screening all applicants, overseeing the immigration process and assisting new nurses and clinical departments address transitional issues associated with international nurses. During her 30-year nursing career, Ms. Alinsao has held progressive nursing management positions within Johns Hopkins including Director of Nursing for the Medical Division at the Johns Hopkins Bayview Medical Center and Assistant Administrator of Johns Hopkins International Patient Services. Ms. Alinsao is a graduate of St. Paul School of Nursing in Iloilo, Philippines and earned a Master of Science in Nursing Administration from the University of Maryland at Baltimore. She is currently enrolled in the MBA program at the Johns Hopkins University.

Sylvia J. Boecker, an attorney in private practice in Virginia, has served as Chair of AILA's Greater Chicago Chapter and as President of the Chicago Bar Association Committee on Immigration Law. She is the author of many articles on immigration issues for nurses. She has degrees in Latin American Studies from the University of Denver and in Spanish from Oberlin College, and a J.D. from DePaul University. Ms. Boecker served as a Peace Corps Volunteer in the Philippines.

Dan Coble is the Executive Director of the Florida Board of Nursing. His job responsibilities include the planning, organizing, and coordinating of work related to the licensure of nurses, regulation of nursing practice and education, and other functions of the Board of Nursing. His nursing career includes the areas of emergency/trauma, critical care, pediatrics, administration and education in Kentucky, Pennsylvania, New York, and Florida. Most recently, he served for six years on the faculty of The University of Tampa, with ten years prior experience as Director of Patient Services at Tampa General Hospital. He has been a peer reviewer for several professional journals, authored research studies on decision-making in nursing, and presented at national and international conferences. He earned an Associate of Arts in Nursing degree from Indiana University Southeast; a Bachelor of Science in Nursing from the Regents College Program; a Master of Science in Nursing Administration from the State University of New York at Buffalo; and a Doctor of Philosophy in Nursing, Decision and Information Sciences at the University of Florida.

Mary Lou Creedon is the owner and President of Nurse Recruitment USA and is currently the Director of Nurse Recruitment for the University of Pennsylvania Health System. This includes four hospitals and homecare. Prior to this position, she served for twenty-two years as the Director of Nurse Recruitment and the Director of International Programs at Mount Sinai Medical Center in New York. Her focus of recruitment includes the Philippines, Ireland, the Scandinavian countries, England, Holland, Trinidad and Australia.

Tim Hall is Chief of the Immigrant Visa Unit at the U.S. Consulate in Chennai. Prior to joining the Foreign Service, Mr. Hall was a banking executive. He is a graduate of the Stonier Graduate School of Banking at the University of Delaware; has a Masters in International Business (MIBS program) from the University of South Carolina; a degree in Middle Eastern Studies from the American University in Cairo, Egypt; and a Bachelor of Science in Financial Management from Clemson University. Mr. Hall has also done postgraduate studies at Johns Hopkins School of Advanced International Studies (SAIS).

Michael Hammond is Principal and founder of Hammond Law Group, a law firm that handles immigration matters exclusively, with offices in Cincinnati, San Francisco, Seattle, and Manila. Michael Hammond has personally been practicing immigration law since 1989, and specializes in primarily IT and health care related corporate matters.

Leonard Lapinski is Chief of the Bureau of Comparative Education in the Office of the Professions, New York State Education Department. The Bureau individually evaluates the education of licensure applicants in 44 professions who did not graduate from a New York State licensure-qualifying program or an approved accredited program. In Nursing, the Bureau evaluates the education of all LPN and RN applicants who completed nursing programs outside the U.S. He has an Ed.D. in Higher Education Administration from the State University of New York at Albany and more than 30 years of administrative experience in higher and professional education.

Bobbi Pierce is currently the Acting Manager of the Licensing Program for the California Board of Registered Nursing. For the past 18 years, she has served as the Board's expert analyst for international nursing education and she oversees the evaluation of RN applications from over 6,000 nursing schools worldwide. In addition, she is the lead staff member for advanced practice nursing evaluation and certification. In her capacity, Ms. Pierce has made numerous presentations to college nursing directors, nursing students, and nursing recruiters. She has been instrumental in reviewing and developing new policies and regulations. In her legislative liaison capacity, Ms. Pierce has had the opportunity to become familiar with many of the challenges and unique situations that face international applicants in their efforts to seek RN licensure in the United States.

Naveen Rahman graduated cum laude from the University of Pennsylvania with a Bachelors of Arts in International Relations; and magna cum laude from New York Law School with a Juris Doctorate. She was admitted to the California bar in 1999. She practices exclusively in the area of Immigration and Nationality Law. Ms. Rahman is a member of the Los Angeles County Bar Association.

William Stock is a partner with the Immigration Practice Group at Dechert LLP. He handles all aspects of immigration law, including assisting companies and individuals in obtaining employment and family-based visas; resolving citizenship issues and obtaining naturalization; and defending clients in INS and Department of Labor enforcement proceedings. He is a past member of the Board of Governors of the American Immigration Lawyers Association (AILA), and received the Joseph Minsky Award, given by AILA to a lawyer under age 35 who has made outstanding contributions to the field of immigration law, in 2000. He is a member of the Editorial Boards of Bender's Immigration Bulletin and Bender's Labor and Employment Bulletin; has authored many articles on immigration law topics; and serves as an Associate Editor of the Immigration and Nationality Law Handbook published annually by AILA. He is an Adjunct Faculty Member at Villanova University School of Law and was selected for inclusion in Best Lawyers In America in 2003.

Deborah Washington is Director of Diversity for Patient Care Service at Massachusetts General Hospital. She is a nurse with a Masters in Adult Mental Health. In her present role she is utilized as an internal consultant on issues of diversity related to recruitment and retention of the workforce and practice issues focused on culturally competent care for patients and families. Areas of expertise include teamwork, managing a multicultural workforce, conflict resolution, cross-cultural communication and cultural competence. She is a faculty member of the Center for Nursing Leadership and the Massachusetts General Hospital Institute of Health Professions where she teaches the fundamentals of the impact of diversity on organizational culture. She is currently enrolled in the doctoral program at Boston College School of Nursing.

About CGFNS The Commission on Graduates of Foreign Nursing Schools (CGFNS) was established as a not-for-profit, immigration neutral organization with a commitment to protect the public by ensuring that nurses educated in countries other than the United States (U.S.) are eligible and qualified to meet licensure and other practice requirements in the U.S. Throughout its history, CGFNS has demonstrated its commitment to excellence and quality in the healthcare arena and to fostering equitable treatment of healthcare professionals. The CGFNS mission is to provide leadership in [healthcare education], registration and licensure to the global nursing and professional healthcare communities. CGFNS protects the public in relation to evolving healthcare policies and standards of professional practice for migrating healthcare professionals. CGFNS provides products and services that validate credentials and enhance international regulatory and educational standards for healthcare professionals. (The opinions expressed by the participants may not represent those of the CGFNS).

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