

CGFNS publishes landmark monograph on foreign nurses

Foreign nurse graduates have been, and continue to be, an essential part of the U.S. workforce. They have augmented the workforce during periods of shortage and continue to contribute to the tapestry that is nursing in the United States today.

In 2002 the United States is undergoing a nursing shortage unlike any it has experienced in the past. The supply of U.S. nurses continues to decrease as fewer students enter the profession and more nurses leave the profession because of retirement and increasingly difficult working conditions. This reduction in the domestic nursing workforce is occurring when the need for nurses in the United States is anticipated to increase, and at the same time, a global shortage of nurses is expected.

The need for nurses in the United States will continue to rise because of an aging population that will require more healthcare, a wealthier population that will be able to afford and demand better healthcare, and advances in medical technology that will increase the need for healthcare personnel.

The causes of the global shortage tend to mirror the causes of the shortage in the United States. However, compounding the issue of the global shortage is an increase in

international recruitment efforts. Countries experiencing a shortage traditionally look outside their borders to fill staffing needs. While some countries produce a supply of nurses that not only is adequate to meet their needs, but also

can withstand international recruitment activities, others do not. However, as trade barriers are lifted and trade agreements created, the migration of nurses across borders is likely to increase. To ensure global health, international cooperation must now focus on balancing the healthcare needs of the country with the right of the nurse to migrate.

While much has been written about the use of foreign-educated nurses during periods of shortage, little systematic research has been done solely on the foreign nurse graduate population in the United States to identify their education and licensure patterns, their employment profile and the challenges they face in working in a host country.

Seeking to identify the roles filled by internationally-educated nurses and their relationship to the U.S.-registered nurse workforce, the Commission on Graduates of Foreign Nursing Schools (CGFNS) conducted its first Foreign Nurse Graduate Survey from 2000-2001. The research, directed by Dr. Richard Freeman, a labor economist from Harvard University and the London School of Economics, finalized employment data for foreign-educated nurses through a 76-question telephone interview. The survey, which was completed in April 2001, revealed pertinent data on the immigration, education, licensure and employment characteristics of internationally-educated nurses in the United States.

The monograph, *Characteristics of Foreign Nurse Graduates in the United States Workforce, 2000-2001*, describes the results of that survey and presents the characteristics of foreign nurse graduates in the United States workforce. It provides demographic data, dis-

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CGFNS awards 2002 IDLA to Amelia Mangay-Maglacas

The Commission on Graduates of Foreign Nursing Schools (CGFNS) is pleased to announce this year's recipient of the CGFNS International Distinguished Leadership Award: Amelia Mangay-Maglacas, DrPH, RN, FRCN (U.K.), ScD (Hon.).

Dr. Maglacas embodies the spirit of the award, which recognizes and honors outstanding international, professional and personal achievement in an individual who serves as a model for success in the global healthcare community. The award consists of a commemorative plaque, a sponsored symposium in the leadership area of the recipient and a reception and tribute dinner the evening of the symposium.

Dr. Maglacas is an eminent national and international leader for nursing education, practice, research and leadership and in the involvement of the nursing profession in health development. Currently, she is a Consultant in International Health and Nursing; Adjunct Professor at the Department of Public Health, Mental Health and Administrative Nursing, University of Illinois at Chicago; and Visiting Professor, University of Asia and the Pacific, Pasig City, Philippines. One of Dr. Maglacas' most notable positions was as Chief Scientist for Nursing, Division of Health Manpower Division, World Health Organization, from 1976-1989.

Among her many contributions, she conceptualized, designed and facilitated the establishment of a "Global

Network of WHO Collaborating Centers for Nursing/ Midwifery Development," which today has grown to be a vital information network within and between countries where collaborating centers exist. This network has expanded and serves as an important link in the exchange and dissemination of nursing and health knowledge, including care practices. She has also been a prominent advocate and international leader in the development of relevant health professions education programs for primary healthcare.

Dr. Maglacas will be presented with the 2002 CGFNS International Distinguished Leadership Award on December 17, 2002, in Philadelphia, Pennsylvania, USA.

CGFNS congratulates Dr.



Maglacas on this honor in recognition of her remarkable career in nursing and the international healthcare community.

2003 Qualifying Exam Dates

March 12, 2003
(Deadline: Dec. 11, 2002)

July 9, 2003
(Deadline: April 9, 2003)

November 12, 2003
(Deadline: August 13, 2003)

About this newsletter

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CGFNS hosts reception for 25th anniversary

Friends and colleagues came together to help the Commission on Graduates of Foreign Nursing Schools (CGFNS) celebrate a milestone – 25 years of excellence serving the global healthcare community!

The Commission hosted a special "Flavors of the World" reception on May 22, 2002, in honor of its silver anniversary year. CGFNS welcomed neighbors and colleagues from all over the Philadelphia business community, as well as some national and international guests, to share in the festive celebration.

The reception, held in the Esther M. Klein Art Gallery, located in the lobby of CGFNS' headquarters in Philadelphia, featured exotic tastes and sounds of the world as a tribute to the Commission's international clientele and colleagues. Guests nib-

bled international cuisine while they enjoyed the wonderful music by the world band Exodus.

Philadelphia Mayor John Street proclaimed May 22, 2002 as "CGFNS Day" in recognition of the contributions CGFNS has made to the local, national and international healthcare community for the last 25 years. Representatives from Mayor Street's office and U.S. Senator Rick Santorum's office attended and read letters of congratulations, and CGFNS President Phyllis Kritek gave a brief welcome address.

The "Flavors of the World" reception was the first event held in celebration of CGFNS' 25th anniversary. CGFNS is planning a number of special events to celebrate its anniversary throughout 2002 and 2003. Watch for details at www.cgfns.org.

ICD celebrates 25 years as an evaluator of international educational credentials

In 1972, Drs. Louis Arena and Dean Lomis were Professors of Linguistics at the University of Delaware. In addition to teaching, Dr. Arena was noted for his extensive study abroad experience in the Far East and Dr. Lomis was functioning as the University's Foreign Student Advisor. In this capacity, Dr. Lomis was versed in the foreign academic programs and the types of educational credentials issued worldwide.

At this time, Dr. Arena had been voluntary consulting for the DuPont Chemical Company when he was approached to review the educational credentials of one of the company's foreign-educated applicants. Taking advantage of Dr. Lomis' expertise in the area, the two professors completed the review and presented it to DuPont management. Pleased with the results, and quick to take advantage of this free service, the company continued to expand the program.

Some time in 1974-1975, the work of Drs. Arena and Lomis at DuPont came to the attention of the then Governor of Delaware, Pierre S. (Pete) du Pont IV, who approached Dr. Lomis and asked if they wouldn't mind assisting the State in providing a similar service. As a result of their work with both DuPont and the State of Delaware their "fame" soon spread and by 1976 they found themselves working four nights a week reviewing the academic credentials of potential foreign-educated employees for DuPont Chemical, the State of Delaware, the Gore Company and Imperial Chemical Industries – a London based chemical company located in Delaware, and all without charge.

Given that this volunteer work was taking up so much of their time, the professors decided to form a company and charge for this service. So, on March 4, 1977, International Consultants Incorporated (ICI) was incorporated in the State of Delaware and Professors Arena and Lomis hired their first employees.

Continuing to work primarily in the area of educational credentials review, the company was approached in the late 70s by the dean of the University of Delaware's Physical Therapy Program and asked to assist them in developing standards by which to measure foreign physical therapy applicants who were seeking licensure in the state. Once these standards were developed, the company began credentialing foreign-educated physical therapists for the State of Delaware and were generating interest among other states.

However, there was another credentialing agency, owned and operated by a retired physical therapist, which was the major player in the field. The philosophy of the two companies differed widely. When, both ICI and the other company were asked to present their credentialing policies at a meeting of the State Boards of Physical Therapy, the difference became clear. It was the other company's philosophy to exclude foreign applicants from entering the field through its own interpretation of the credential required for licensure, while ICI embraced a philosophy of inclusion which presents the applicants' educational credentials based on generally accepted academic admissions standards. This approach allowed State Boards to make the final determination regarding which applicants would be allowed to take the state licensure examination. The ICI philosophy was overwhelmingly embraced at the conference and ICI became the primary reviewer of foreign-educated physical therapist credentials for state physical therapy boards.

In the early 1980s, International Consultants Incorporated (ICI) received notice from the Imperial Chemical Industries (ICI) that they were infringing on the latter company's registered name. The name of the company was then legally changed to International Consultants of Delaware (ICD), a name it retains to this date.

Approaching the mid 80s, several other companies had entered the for-

eign educational credentials evaluation field and their reports while similar in substance, differed widely in form. So, four companies in particular, World Education Service (WES), the International Education Research Foundation (IERF) and Educational Credentials Evaluators (ECE) met together with ICD and hammered out guidelines for the evaluation of foreign-educated credentials and invited other agencies to subscribe. In all, a total of eight companies agreed which formed the basis for the establishment in 1987 of the National Association of Credentials Evaluation Agencies (NACES). Having set high standards for the industry, in the intervening 15 years, only seven additional agencies have met the requirements for admission to the organization.

Faced with growing competition after 20 years in the business, and with Dr. Lomis seeking to retire from the University of Delaware, Drs. Arena and Lomis began to look about for a company to take over the business. While there was some interest from several NACES member agencies, Drs. Arena and Lomis selected the Commission on Graduates of Foreign Nursing Schools (CGFNS) because they felt CGFNS more closely matched their philosophy and management style. This transaction was finalized on May 30, 2000.

Celebrating its 25th year, ICD continues to grow, and looks toward expanding its presence in the educational community through community and junior colleges (who are seeing a record 46% increase in the number of foreign student enrollments since 1993), major employers of foreign-educated personnel, professional organizations, state boards of education and local school districts who are faced with huge shortages of trained math and science teachers. Additionally, ICD is expanding its services in the areas of foreign-trained Certified Public Accountants, Pharmacists, Real Estate Brokers and Agents, Lawyers, Occupational Therapists, Cosmetologists, Radiologists and other healthcare professions.



CGFNS begins new automated phone system

CGFNS has a new Automated Voice Response System! Applicants can now call the system 24 hours a day, from any location around the world and check the status of their application.

Applicants will need to enter their CGFNS ID Number and birth date in order to access the system. The CGFNS Automated Voice Response System:

- Is a fully automated voice response system;
- Is available 24 hours a day, seven days a week - and is always accessible;
- Provides information

regarding a Certification Program (for the current exam only), Credentials Evaluation Service or VisaScreen application, including the date the application was received and current status of the file;

- Provides the name and number of the Exam Center (for the CP Program) and whether or not the permit has been mailed out (if the application has been approved);
- Provides information regarding the results of the previous Qualifying Exam (for CP Program); if CGFNS has received their results, when CGFNS expects to mail them out and whether or not the results are being held

for any reason (payment, missing documents, etc.) - actual results will not be available due to security concerns;

- Allows the applicant to check the spelling of their name and address in the CGFNS database; and
- Allows the applicant to check if CGFNS has received their TOEFL score, and if CGFNS has not, it allows the applicant to input their TOEFL appointment number (CGFNS cannot accept scores from the applicant).

To access the system, dial 001+ 215-599-6200

(Long distance telephone charges may apply.)

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discusses education and employment patterns, identifies challenges related to language and culture, and provides data on job satisfaction. The monograph also highlights what participants identified as helpful strategies for transitioning to the U.S. workforce.

Data from the CGFNS survey is compared with data obtained in the 2000 National Sample Survey conducted by the Division of Nursing, Bureau of Health Professions, Health Resources and Services Administration of the U.S. Department of Health and Human Services and a profile of the foreign nurse graduate in the U.S. workforce is presented.

To order the monograph, log onto www.cgfns.org and download the order form.

Mark
your calendar

CGFNS will be exhibiting at the following conferences. If you will be attending any of these conferences, please stop by the CGFNS booth. We would love to see you there.

July 22-27
NATIONAL ASSOCIATION FOR HEALTHCARE RECRUITMENT IMAGE 2002 ANNUAL CONFERENCE

Marco Island, FL

July 22-28
NATIONAL CONFERENCE OF STATE LEGISLATURES 28TH ANNUAL MEETING

Denver, CO

July 30-August 3
INTERNATIONAL ASSOCIATION OF MEDICAL LABORATORY TECHNOLOGISTS 2002 WORLD CONGRESS

Orlando, FL

September 12-14
CLEAR: COUNCIL ON LICENSURE, ENFORCEMENT & REGU-