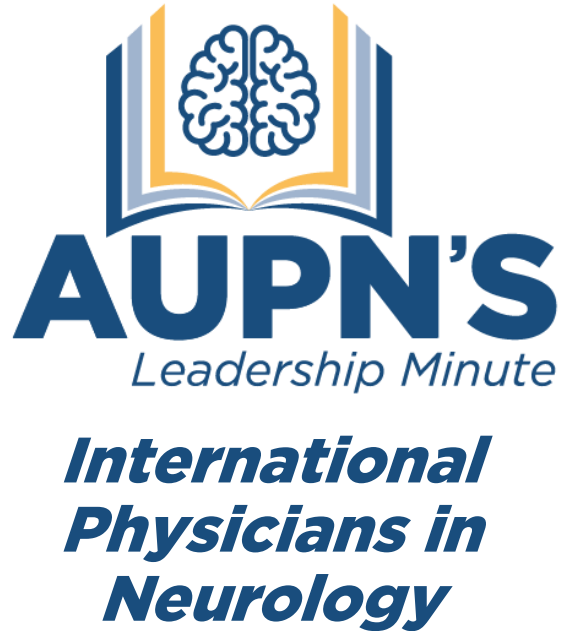




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## Leadership Minute Podcast Episode Description

- As leaders in neurology, it is vital for our health care system to recruit and to retain and diverse workforce.
- Institutional advocacy for international medical graduates (IMGs) can improve retention efforts for a department both for patient care as well as for growth into global and diversified research networks.
- In this episode, we will discuss the pathway for an IMG to train and work in the US and some of the issues that it is important to know about to help promote the career success and satisfaction of international physicians.

IMGs account for approximately one-quarter (n = 218,540) of the nation's active physicians.

31.3% of active neurologists (n = 4,289) are IMGs

One-third of current neurology trainees are IMGs

Approx. three-quarters of IMGs (25% of all residents) need a visa

The U.S. has only about 5 neurologists per 100,000 population.

Approximately 42% of the physician workforce is aged 55 years or older and therefore most likely to retire within the next decade

The U.S. is also facing a shortage of physician-scientists, with only 1.5% of new physicians having a research-focused career

Approx. 3% of graduating U.S. Med School class considers neurology

Health Resources and Service Administration (HRSA) designated medically underserved area for 3 years

Conrad 30 program: most popular

DRA

ARC: not relevant for neurology

VA

Hardship waiver

Southern Crescent Regional Commission: new!

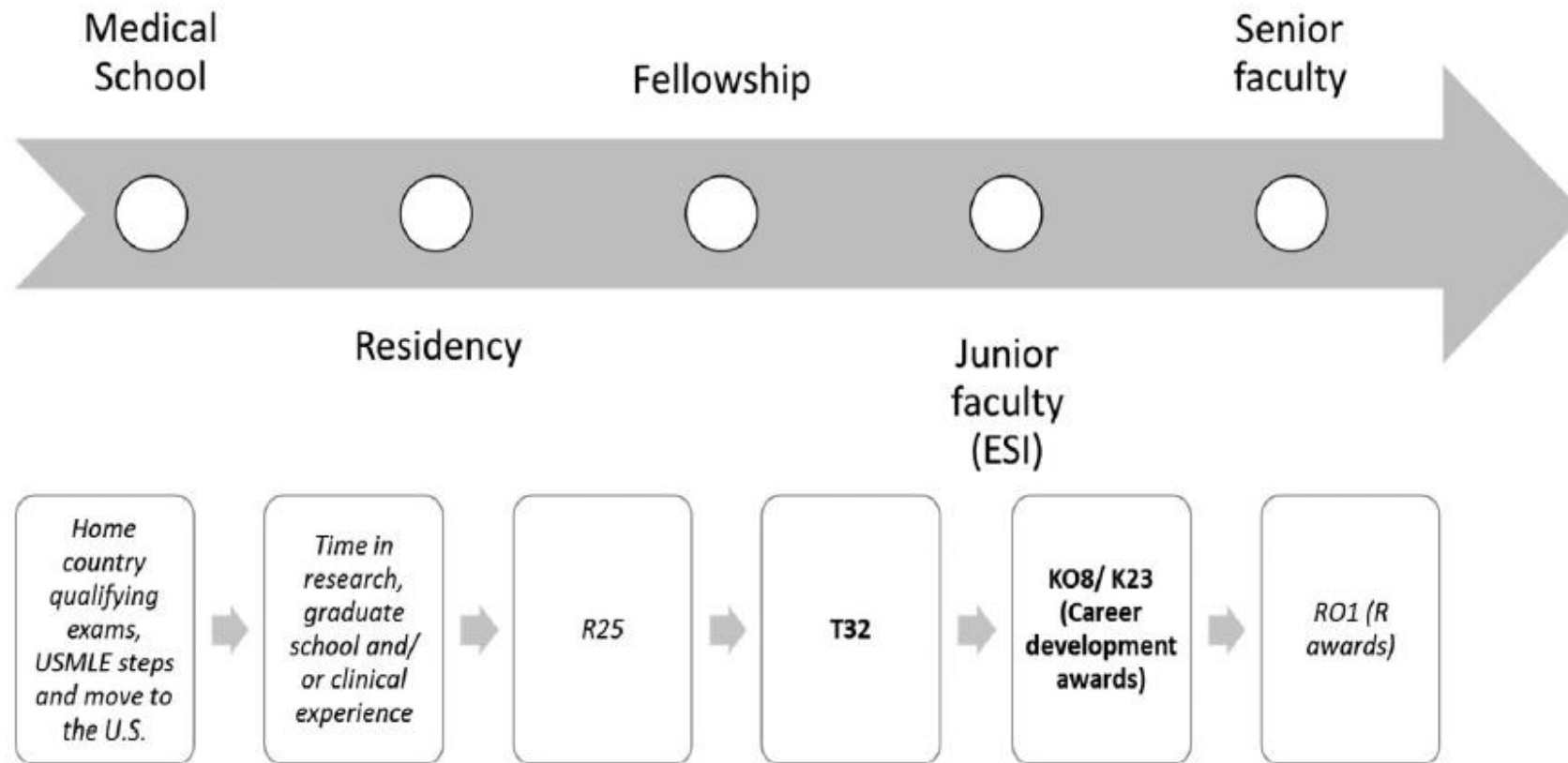


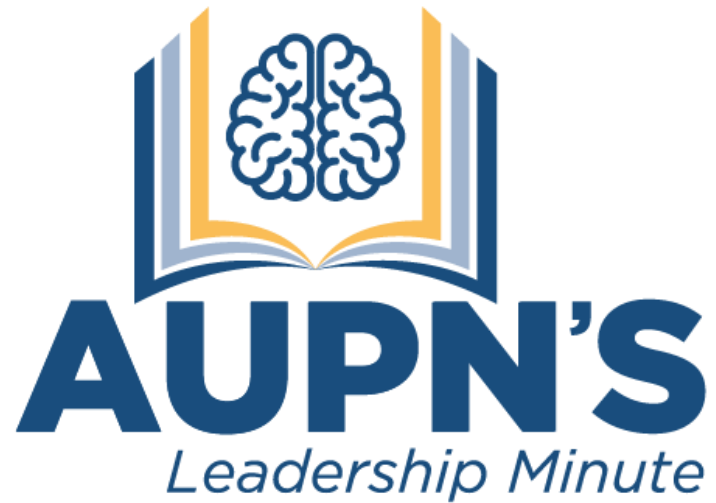
FIGURE: The International Medical Graduate (IMG) typical pathway to a physician-scientist career. Italics: steps adding definite delay, with high possibility of denial. Bold: visas make IMGs ineligible. ESI = Early-Stage Investigator; USMLE = United States Medical Licensing Examination; U.S. = United States.

# Opportunities and Potential Solutions

- Early stage – research fellowships, pilot award funds
- Later stage – U01, R01, Fogarty grants
- Change through advocacy
- Self-advocacy – negotiated initial support
- Individual advocacy – For IMGs by IMGs
- Systems advocacy – training programs, institutional and federal support

# Paying it Forward

- Medical School: Formative mentorship, learning how to navigate the application process
- As a Trainee: Create awareness, myth-busting, role-model
- As Faculty: Write LORs, provide research and rotation opportunities, role-model
- As a PD/APD: Create more inclusive programs, be prepared for visa related contingencies, Be a Sponsor
- As Departmental Leaders: Understand the value of recruiting and retaining a diverse workforce, understand, Be a sponsor, Collaborate with your International Personnel Office
- Professional Organizations: Create opportunities for engagement



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