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HealthScopeInternational

COMMISSION ON GRADUATES OF FOREIGN NURSING SCHOOLS

Invitational Think Tank Grapples With Evolving Health Care Migration

Humanistic Implications to Health Care of World Wide Migration Also Addressed

The second annual CGFNS invitational Think Tank was held September 12th-14th, 2004 at the Inn at Penn Hotel in Philadelphia, PA. Over 100 people representing global health care policy makers and implementers, health care organizations, academic institutions, and leaders in the area of health care professional migration research were in attendance. Participants exchanged information, identified the factors driving health care migration, considered the humanistic implications of this migration, and developed recommendations for addressing the risks, opportunities, roles and responsibilities in building global alliances for successful health care migration going forward.

Alicia Georges, President, CGFNS, Phyllis Kritek, former President, CGFNS and Barbara Nichols, Chief Executive Officer, CGFNS were the hosts/facilitators for the event.

The session began with a keynote speech by Sylvia Denton, President of the United Kingdom's Royal College of Nursing. Denton proclaimed there is "nothing basic about nursing," and that the profession demands knowledge, skill, and giving of oneself. She listed the push/pull factors that health care professionals in developing countries weigh when deciding to migrate.

Push/Pull Factors for Immigrating Nurses:

Push factors include:

- Low pay
- Poor working conditions
- Lack of resources to work effectively
- Limited career opportunities
- Limited educational opportunities
- HIV/AIDS
- Unstable working environments
- Economic instability

Pull facts include:

- Better working conditions
- Better resourced health systems
- Career opportunities
- Provision of post-basic education
- Political stability
- Travel opportunities



More than 100 people participated in the second annual invitational Think Tank.

Denton also described some of the challenges migrating health care professionals face, including:

- Fees/payments to agencies
- Lack of mentors
- Inaccurate information about host country
- Being stereotyped as only in it for the money
- Lack of professional recognition
- Lack of personal support
- Language, dialects and accents

Denton's speech set the stage for a two-day discussion surrounding the ethics of health care migration, including the depletion of health care professionals in developing countries, and the treatment of migrating health care professionals by host countries and employers.

Judith Oulton, Chief Executive Officer of the International Council of Nurses, provided statistics regarding the increase in international migration. She cited the International Organization for Migration in saying that one out of every 35 persons worldwide is an international migrant and in the more industrialized countries, the ratio increases to one out of every 10. She said, "While no international system for recording skilled emigration exists, health professionals are clearly part of the migrant population in search of learning opportunities, professional advancement, improved quality of life and personal safety." "How do we manage effectively?" was the question posed to the 2004 Think Tank participants.

Dr. Judith Shamian, RN, PhD, President and CEO, Victorian Order of Nurses of Canada, outlined the evolution of how issues move toward becoming policy, then focused on the issues facing health human resources (HHR), and briefly described the initiatives currently being taken in Canada to grapple with these issues. Shamian said health human resources challenges include:

- Shortages—recruitment and retention challenges
- Working conditions, morale, violence/abuse
- Workers health and well-being—high rates of injury and illness-related absenteeism
- Aging and retirement
- Fulltime/Part-time/Casual Balance
- Policy Involvement



Phyllis Kritek leading the brainstorming sessions

Canada's National Health Human Resource initiative focuses on these elements—Pan-Canadian HHR Planning, Recruitment and Retention, and Interdisciplinary Education for Collaborative Patient-Centered Practice.

(Invitational Think Tank Continued)

Objectives for HRR Planning include:

- Optimal supply, distribution and deployment
- Reduced jurisdictional competition
- Enhancement of HRR planning

Objectives for Recruitment and Retention include:

- Attracting candidates to careers in health care
- Decreasing misdistribution and shortages
- Reducing the barriers for internationally educated health care professionals
- Increasing retention efforts

Shamian's question for the group was, What is the right worker/patient care ratio worldwide?

A panel presentation offered additional perspectives and research regarding global migration and included comments from Catherine R. Davis, Commission on Graduates of Foreign Nursing Schools; Linda O'Brien Pallas, Quality of Work Life Research Unit, Toronto, Canada, and Cheryl Peterson, American Nurses Association. Additional commentary regarding statistics from the United Kingdom was provided by Howard Catton, Interim Head of Policy, Royal College of Nursing. Peter Buerhaus, Valere Potter Professor of Nursing, Senior Associate Dean for Research, Vanderbilt University Medical Center, also shared some of his research regarding increasing compensation trends for nursing professionals.

A presentation by Dan Pesut, President, Sigma Theta Tau International (Honor

Society of Nursing), served to stretch Think Tank participants' minds in the sharing of "Preferred Futures" developed by 5 global regions and the Preferred Global Nursing Future with the following four elements:

- The need for reconstructing so that nurses and the nursing profession are considered to be vital, integral partners in every health care system.
- The importance of focusing and delivering culturally appropriate evidence-based, holistic and humane care.
- Delivering care to maximize the health of individuals, families and communities.
- Achieving equitable health outcomes across the life span.

Pesut also shared the Ethical Recruitment Principles, developed by the International Council of Nurses for the group to consider for adoption.

Interspersed throughout the various presentations was an opportunity for Think Tank participants to brainstorm and then vote on the most compelling factors shaping health care migration, strategies for balancing human resource demands worldwide, and the kind of global alliances that could be crafted to ensure global quality of work life and patient care.

The results of the 2004 invitational Think Tank: *Building Global Alliance II: The Evolving Health Care Migration* will be published in a monograph and made available in early 2005.



From left: Judith A. Oulton, ICN; Sylvia Denton, RCN; Dan Pesut, Sigma Theta Tau; C. Alicia Georges, CGFNS Board; and Joyce Thompson, International Confederation of Midwives.



From left: Judith Shamian, Victorian Order of Nurses of Canada; Barbara L. Nichols, CEO CGFNS; and C. Alicia Georges, CGFNS Board.



From left: Catherine R. Davis, CGFNS; Cheryl Peterson, American Nurses Association; and Linda O'Brien Pallas, Quality of Work Life Research Unit, Toronto, Canada.

CGFNS 2004 Highlights

It's been an exciting year at CGFNS. Here are some of the highlights from 2004:

Educational Sessions:

- In an effort to educate applicants, recruiters, employers, immigration attorneys, and regulatory boards about the requirements of the final rules related to Section 343 of the Illegal Immigration Reform and Immigrant Responsibility Act, CGFNS held information sessions in 12 major United States cities and in Toronto, Canada. Nearly 1,000 people participated in these sessions.

Open Forums:

- CGFNS sponsored three Open Forum Informational sessions for direct interaction between CGFNS officials and CGFNS Qualifying Exam test-takers in New Delhi and Cochin, India for the benefit of Indian nurses.

CGFNS Statistics:

- Received 32,000 applications for its Certification Program
- Rostered 25,000 applicants for its Qualifying Exam, with over 10,000 applicants sitting for the November exam
- Received 5,000 Credentials Evaluation Service applications
- Received 7,000 New York Credentials Verification Service applications
- Received 20,000 VisaScreen™ applications

CGFNS Gave Presentations at:

- The American Immigration Lawyers Association Conference
- The American Association of Nurse Executives Conference
- The Association of Perioperative Registered Nurses Conference
- The National Conference of State Legislatures
- The American Association of Clinical Chemistry Conference
- The National Council on State Boards of Nursing Conference
- The Joint Commission Resources 2004 Conference—Healthcare at the Crossroads: Strategies for Addressing the Nursing Crisis
- Sigma Theta Tau 15th International Research Congress
- Caribbean Nurses Organization 24th Biennial Conference
- The American Nurses Association Biennial Convention

2004 CGFNS Golf Invitational

2nd Annual CGFNS Golf Invitational Raises \$19,000 Dollars for Education/Research

Oh what a beautiful morning. Oh what a beautiful day. The weather could not have been more perfect on Monday, September 20, the day of the second annual CGFNS golf invitational, which played host to over 90 golfers at the Whitemarsh Valley Country Club in Lafayette Hill, PA.

The golf invitational and silent auction raised \$19,000 dollars for the CGFNS education/research fund, a fund established to provide scholarships, fellowships and international exchange activities for internationally educated health professionals to address issues in globalization of the professions.

Trilogy Construction Company was this year's title sponsor.

Titanium sponsors included Image API, O'Neill, Bragg & Staffin, PC, Philly Temps, Ricoh Business Systems, Victoria Pyle, and Weichert Realtors (Debbie Webster).

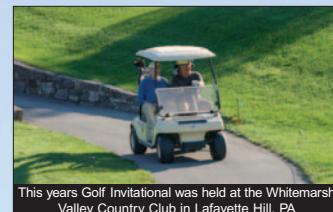
Platinum sponsors included Dan Dorman & Herrell, Emerald Business Supply, FedEx Kinko's Office and Print Services, PNC Bank, Wilmington Trust Bank, Wolf Block Schorr and Solis-Cohen, LLP, and Work Place Environments. Other sponsors included Careers USA, Hudson Healthcare, Robert R. DeLong, Jr., TUSC, Sylvia Hart, Chef's Market, Informed Systems, KLM Insurance Agency, Paskill, Stapleton & Lord, Anne Morrison—Mohawk Carpet Industries, Brokers Worldwide, Cargo Solutions, Inc., Direct Source Healthcare, Dunlap & Assoc. Markitects, Relizon, and University City Science Center.

Companies donating raffle items included Korman Suites/Huntingdon Valley, Inn at Penn, Ritz Carlton, Westin Philadelphia, Vicki Mann (The Vernon Company), Sta Travel, Saturn Club Salon, KLM Insurance, Careers USA, Gary Bragg, Philadelphia Flyers, Philadelphia Sixers, Wachovia Center, Philadelphia Phillies, White Dog Café, Sheraton Roses Florist, Sheraton University City, Can Fitzgerald (Curtis 1000, Pritchard, Bieler, Gruver & Willison, P.C., Queen Village Florists, and Ronald Sommer.

The CGFNS Golf Committee includes Sylvia Hart, Roger Boothroyd, Gary Bragg, Roger Herrell, Joe Huchko, Golf Event Manager, GEM Marketing, Dom Giandomenico and Judy Pendergast.



Nearly 100 golfers participated in the 2nd Annual CGFNS Golf Invitational



This years Golf Invitational was held at the Whitemarsh Valley Country Club in Lafayette Hill, PA



Trilogly Construction Company was this years sponsor. Shane Holder, Bob Decampoli, John Delfini, Dan Delfini, Rich Futterer, Tom King and Al Giovino.



Best Ball team representing Ricoh Business Systems. Dan Clemens and Joe McKeever.



Sylvia Hart received the prize for Lady's Longest Drive.



Representing Weichert Realtors (Debbie Webster), Rick Bushnell, Chris Terebesi, John Webster and Peter Cook



Barbara Nichols, CGFNS poses with Jonathan Segal of Wolf Block Schorr and Solis-Cohen, LLP



John Delfini celebrates a birdy.

Prizes Awarded

Closest to the Pin

- Bill Moorehouse 2' 10"
- Dan Clemmens 10' 4"

Ladies' Longest Drive

- Sylvia Hart

Men's Longest Drive

- Brian McDermott

Closest to the Line

- Pete Westhead

Best Ball Teams

- 1st Place Score 69
Joe McKeever
Dan Clemmens
- 2nd Place Score 71
Frank DiSalvatore
Doug Hacker
Wolf Schwartz
Tim Farley



Philly Temps received the most honest foursome award. Vince Faville, Collie Turner, Liz Faville and Steve Bowling

- 3rd Place Score 71
Terry McGovern
Steve Zeigler
Chris Kroberger
Pete Westhead

Most Honest Foursome

- Steve Bowling
Collie Turner
Vince Faville
Liz Faville

Hole in One

- No winner
Prize: 2005 Chevy Trailblazer donated by Moore Chevrolet.



Golf Committee: Gary Bragg, Domenic Giandomenico, Sylvia Hart, Roger Herrell and Judith Pendergast. (Not pictured: Roger Boothroyd and Joseph P Huchko)

2003 Think Tank Monograph: *Building Global Alliances Now Available for Purchase*

The first annual invitational Think Tank, sponsored by CGFNS was held September 21-23, 2003 in Philadelphia, PA. The monograph produced from this event is now on sale for \$25.00 per copy. Contact Marla Downing at CGFNS, by phone at 215-387-6950 or email mdowning@cgfns.org to request an order form. Order forms are also available online in the CGFNS StoreFront on www.cgfns.org under the "Applicants" section.

The topics covered in the 2003 Think Tank monograph include the challenges of building global alliances, to influencing trade agreements, and exploring actions

that facilitate or hamper the mobility of healthcare professionals and the provisions of healthcare services.

Key speakers were:

Jonathon Asbridge, President of the Nursing and Midwifery Council, United Kingdom.

Anne Cogblan, RN, MScN, Executive Director of the College of Nurses of Ontario.

Catherine Davis, RN, PhD, Director of Research & Evaluation at the Commission on Graduates of Foreign Nursing Schools.

Carl Hampe, Immigration Counsel to the Commission on Graduates of Foreign Nursing Schools.

Phyllis Kritek, RN, PhD, FAAN, (former) President of the Board of Trustees of the Commission on Graduates of Foreign Nursing Schools.

Marjorie Peace Lenn, Executive Director of The Center for Quality Assurance in International Education and The Global Alliance for Transnational Education (GATE) located in Washington, DC.

Barbara Nichols, DHL, MS, RN, FAAN, Chief Executive Officer of the Commission on Graduates of Foreign Nursing Schools.

Daniel Pesut, APRN, BC, PhD, FAAN, President Elect of Sigma Theta Tau International Honor Society of Nursing, and Professor and Chair of Environments for Health, University of Indiana.

Diane Skiba, PhD, FAAN, Associate Professor and Health Care Informatics Coordinator, University of Colorado School of Nursing.

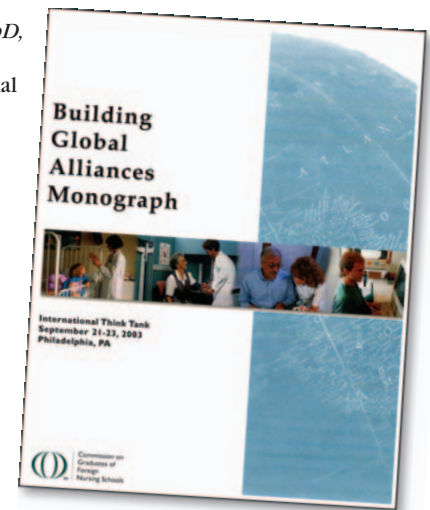
Stephanie Tabone, Director of Practice for the Texas Nurses Association.

Antonia Villarruel, PhD, RN, FAAN, Associate Professor in the School of Nursing and Adjunct Associate Professor in the School of Public Health, University of Michigan.

Deborah Washington, RN, MSN, Director, Diversity Patient Care Services at the Massachusetts General Hospital.

The 2003 Think Tank:

- Identified strategies the health professions could pursue in addressing the impact of evolving trade agreements,
- Addressed the desire for common definition of competency, and
- Explored the global purpose of conducting a think tank conference on an annual basis to continue this important work.



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