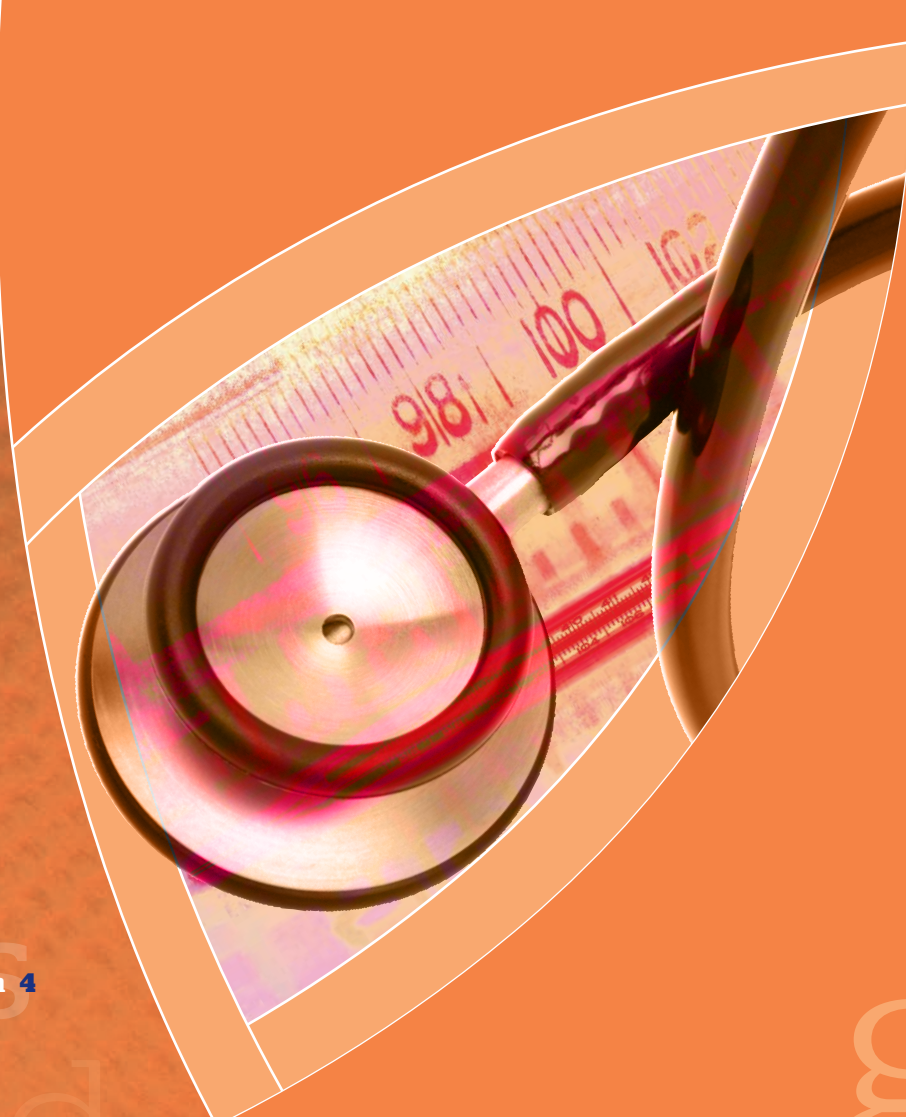


globalchallenges

2008-2009
biennial report



global
challenges
demand
global
solutions

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solution



As the foremost international
authority on the evaluation

and verification of the credentials of nurses

and other health care professionals, CGFNS

International leads the way in finding

global solutions to 21st century challenges.

**applying our knowledge
and experience**

In 2008 and 2009, CGFNS International continued its pivotal role as a global resource for knowledge and fairness, in a world fraught with ongoing challenges. Our unrivaled store of knowledge, experience and partnerships has been accumulated through our long-term engagement with diverse national and global educational, regulatory and professional institutions.

Originally established to create a reliable infrastructure to assess the qualifications of foreign-educated nurses migrating to the United States, we now apply our resources to assessing the credentials and qualifications of

health care professionals around the world. The need for ethical nurse recruitment, the challenges posed by fraudulent documents and diploma mills, the importance of protecting consumers, applicants and institutions alike – all underscore the value of CGFNS International's expertise.

Despite heightened international conflict, broad economic stress and crippling shortages of health care professionals, we remain committed to serving the global community while protecting national public interests. We will achieve these results by ensuring the integrity of the credentials of health professionals in the context of global migration.

CGFNS
INTERNATIONAL[®]
Global Credibility

president's letter

context

In challenging economic and political environments, organizations around the world need to make difficult decisions and adjustments to secure their futures.

With more than 30 years of experience, CGFNS has the foundation needed to build new programs and serve new constituencies. Migration is no longer the exception; it's a common part of life. Now, more than ever, we need to uphold the integrity of the credentials of these migrating health professionals to accord them with the recognition that they deserve.

We are fortunate in that the composition of our CGFNS Board of Trustees brings us broad global perspectives on regulation, education and operations. We see the big picture and understand how to serve our applicants in this extensive framework.

The U.S. standards for health care providers are recognized throughout the world. As

health care becomes globalized, the common elements will become more recognizable. CGFNS will continue to play a significant role as an acknowledged and established global expert at determining whether health professionals meet those standards.

Few sectors of human society are as directly and immediately affected by globalization as health care. It is impossible to look at the particular challenges faced by CGFNS International without seeing them in the complex and fast-changing global context.

Recent changes in Washington are likely to bring new focus and ideas to immigration reform. In spite of the fact that bringing qualified nurses to the United States can ease our nursing shortage, foreign nurses are caught up in the U.S. immigration debate.

During this deep recession there is also the problem of retrogression. This delay in the processing of occupational visas, caused

by a severe limitation of openings compared with the number of applicants, has slowed the immigration of much-needed nurses and other health care professionals to the United States.

Ethical recruitment is another issue we addressed in 2008 and 2009.

As a highly experienced observer of recruitment practices around the world, CGFNS International has closely monitored the efforts of the World Health Organization in the drafting of a global code of ethics on recruitment. In addition, we have also worked with organizations in the United States on similar efforts.

With over 260 recruitment firms in 74 countries representing migrating nurses, there is a pressing need for guidelines to govern this practice.

Marcia Rachel

global context

2

global context



Marcia Rachel
PhD, RN
President,
CGFNS International
Board of Trustees

Assistant Dean for Health Systems
and Quality Improvement

University of Mississippi Medical Center School of Nursing



Barbara L. Nichols
DHL, MS, RN, FAAN
*Chief Executive Officer,
CGFNS International*

global transformation

C **GFNS International is in the midst of an exciting transformation.**

In a world shaken by economic crisis, yet energized by new opportunities, we see more clearly than ever how we can contribute to great progress in the provision of quality health care around the world. We are proactively responding to global challenges by welcoming them as a way to amplify our value through innovative new partnerships and programs.

We see mobility as the defining characteristic of life in the 21st century. We have assessed the competency of nurses migrating to the United States for more than 30 years, giving us an incomparable reserve of knowledge – about setting performance standards, testing against those standards, verifying credentials, monitoring recruitment activities, working with foreign governments and international organizations, and more. Now, as we continue deepening, broadening and strengthening this knowledge, we can apply it in new ways that meet emerging global needs.

Migration of foreign-educated nurses and other health professionals to the U.S. is still our primary focus, but the amount of migration between

countries outside of the U.S. is increasing, and there is a need for credible assessment tools in this process. No organization is better equipped than CGFNS International to meet this need. The world regards U.S. nursing as upholding a certain standard – and we are skilled in delineating that quality. This is reflected by our CGFNS Qualifying Exam® and also our credentials evaluation services that use an extensive database that includes vital information about 7,500+ schools in more than 150 countries and 300 licensing jurisdictions. This knowledge gives our partners and clients an incomparable advantage as they strive to maintain the highest level of quality care through the employment of migrant nurses.

Even in situations where migration is not the issue, CGFNS International has a vital role to play. As the world's population shifts toward old age, and the battle against chronic and infectious diseases intensifies, the need for skilled nursing increases. For example, in the Caribbean, the International University of Nursing on St. Kitts asked us to evaluate its curriculum using our database to compare it with U.S. programs. On the other end of the spectrum, representatives from the two most populous countries in the

world – China and India – have partnered with us to help establish programs to evaluate the skills and knowledge of their nursing school graduates in order to ensure quality care and measure the effectiveness of their nursing education programs against international standards. We are also developing similar programs for Indochina.

As researchers and expert advisors, we are often invited to share our insights on nurse migration and related issues. The draft of the World Health Organization code of practice on the international recruitment of health personnel includes contributions from CGFNS International, as does the code for ethical recruitment to the United States initiated by AcademyHealth and funded by the MacArthur Foundation.

The challenges we face across the globe today may seem daunting, however, with vast knowledge, extensive worldwide connections, proven testing and credentials evaluation programs, strong partnerships and a clear mission – CGFNS stands prepared to exercise global leadership.

Barbara L. Nichols

our **services**

addressing needs today for a better tomorrow

During 2008 and 2009, we continued looking for ways to do more with less – without sacrificing quality or service. We re-conceptualized our work, creating a more integrated work flow.

One sign of how this has improved operations is the very significant reduction of turnaround time to process documents. Another is the success in cost containment. With improved coordination across operational areas and effective refinements in customer service, we are now well-positioned to implement new assessment programs and services that leverage existing CGFNS expertise to meet emerging market needs.

Our Global Assessment services encompass a variety of functions that serve foreign-educated health care professionals in their quest to demonstrate to regulatory officials and employers that they have the required education and professional skills needed to practice. Those functions include certification, verification, evaluation and examination.

These services are discussed on the next several pages.

4.4 million

**visits to the CGFNS Web site
during 2008 and 2009.**

1,900+

CGFNS fans and
followers on
Facebook and
Twitter.

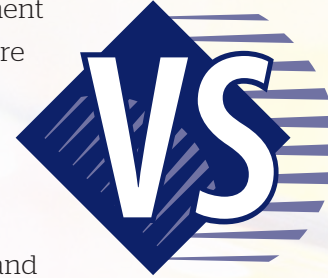
447,880

certificates and reports issued
to applicants during
2008 and 2009.

assessment

VisaScreen®: Visa Credentials Assessment

In November 2009, CGFNS International was reauthorized through 2014 by the U.S. Department of Homeland Security to conduct visa credentials assessment certifications for health care workers who are not U.S. citizens and are seeking a visa to work in the United States. The reauthorization gives us the right to continue certifying registered and licensed vocational nurses, physical therapists, speech-language pathologists, audiologists, medical technologists, medical technicians, occupational therapists and physician assistants.



Through our division, the International Commission on Healthcare Professionals (ICHHP), we have issued 90,000 *VisaScreen*® certificates over the past 12 years, including 19,000 during 2008 and 2009.

We routinely survey *VisaScreen*® applicants to get feedback on the program and the service we provide. A trend analysis covering the period from 2001 to 2009 shows that the majority of applicants were registered nurses aged 31-40 and educated in the Philippines, Canada, India and the United States. Ninety percent were satisfied or very satisfied with the service they received, with 93% believing our customer service representatives were knowledgeable and helpful.



2009

the year
CGFNS was
authorized
by the
Department
of Homeland
Security to
continue
conducting
visa credentials
assessment
for another
five years.

7 assessment

Certification Program



The Certification Program has long served as the primary tool for determining if foreign-educated, first-level, general nurses qualify for licensure in the United States. It consists of a credentials evaluation, the CGFNS Qualifying Exam® and an English language proficiency test. Traditionally a prerequisite for licensure by U.S. state boards of nursing, it also satisfies one of the requirements the Department of Homeland Security has established for immigration.

In 2008-2009, a total of 5,270 applicants took the exam and 3,300 certificates were issued. These numbers are lower than in previous years because, despite the U.S. nursing shortage, the current three-year retrogression delay in visa issuance has discouraged some foreign-educated nurses from applying.

Since 1977, the CGFNS Qualifying Exam® has been an inseparable part of the Certification Program. Due to interest from other countries, CGFNS unbundled the exam in 2008 to adapt it for use as a component in the International Standard for Professional Nurses program.

International Standards for Professional Nurses

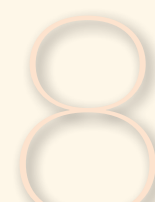
The International Standards for Professional Nurses (ISPN) program represents an important new step for CGFNS International. It is built around the core component of one of our certification services, the CGFNS Qualifying Exam®, which has been combined with a credentials verification component. Nurses participating in the program will get a clear picture of how their professional knowledge measures up to international standards. Through the ISPN program, CGFNS continues to play a major role in defining a global standard for nursing quality and to help nurses around the world attain this standard.



Our first ISPN program was implemented in the People's Republic of China in 2009, followed quickly by the second in Vietnam.

2009

the year when
the CGFNS
Validity Study
revealed that
CGFNS certificate
holders have
an overall pass rate
of **90.8%** on the
NCLEX-RN®.



assessment

Credential Verification Service for New York State

The Credential Verification Service for New York State (CVS) was created in 2001 to verify the authenticity of documents required for foreign-educated registered and licensed practical nurses, physical and occupational therapists, and therapy assistants. CGFNS issued 9,500 CVS reports during the 2008-2009 biennium.



280,000

License and academic record documents received during 2008 and 2009.

90%

of applicants use the online application system to apply and check their status.

5,270

nurses educated outside the United States were tested by CGFNS during 2008 and 2009.

Credentials Evaluation Service



Established in 1993, this service conducts detailed course-by-course comparisons of an applicant's education obtained outside the United States against established U.S. standards.

The resulting report documents the applicant's merits

toward their pursuit of academic and employment opportunities. It is also used by regulators, licensing agencies, immigration attorneys, academic institutions, prospective employers and others who need to validate the applicant's credentials and rely on CGFNS International to perform this service. A majority of U.S. state boards of nursing accepts CES reports. Nursing boards also turn to CGFNS International to investigate the authenticity of documents or foreign nursing programs. CGFNS International issued 8,300 CES reports during the 2008-2009 biennium.

“CGFNS is nationally and internationally recognized for its integrity and reliability and is the only agency that has been approved for registered nurse credentialing... Without the appropriate expertise to do so, it is difficult for Board staff to evaluate whether an unknown credentialing body is accurately and honestly determining comparability and licensure in a foreign country.”

— VIRGINIA BOARD OF NURSING

assessment

global assessment through global vigilance

Fraudulent documents are a growing international problem. New technologies make it easier than ever to produce deceptively official-looking documents that misrepresent the facts.

Much of the work of CGFNS International involves reviewing credentials, so it is imperative that we employ the latest tools and techniques for detecting fraud. Our staff constantly analyzes, investigates, researches and evaluates documents received from schools and licensing authorities around the world. We frequently consult with state boards of nursing, international nursing councils and education databases to double-check the accuracy of information. We work with governments at all levels to provide information about individuals and their credentials. We document recurrent instances of fraudulent activities and irregularities on the part of particular individuals, institutions, organizations and countries. By improving exam security, enhancing migrant nurse safety and other vital issues, CGFNS International helps protect the public and the legitimate nurses and other health care professionals we serve.

We have worked hard and long to gain the trust of the nursing and broader health care communities, and we work diligently every day to prevent fraud from damaging that trust.

1,036,650

inquiries from applicants
were fielded during 2008 and 2009.

175,000

applicants in our database
that received our emails
and newsletters in
2008-2009.

2008

the 5th anniversary of our
online application system,
CGFNS Connect.

assessment

International Consultants of Delaware

Like CES, the International Consultants of Delaware reviews foreign educational credentials for individuals wishing to pursue academic or employment opportunities. ICD performs evaluations in a broad range of fields, including programs not only for nurses and physical therapists, but also for certified public accountants, massage therapists, occupational therapists, pharmacists, teachers, real estate agents and others. A majority of U.S. state boards of physical therapy accepts ICD reports.



A charter member of the National Association of Credential Evaluation Services (NACES), ICD uses the most up-to-date data available from sources such as the American Association of Collegiate Registrars and Admissions Officers (AACRAO), Association of International Educators (NAFSA), Institute of International Education (IIE) and the American-Mideast Educational and Training Services (AMIDEAST). The data from these resources are continually monitored and updated by overseas and U.S. educators, and by American embassies. The data are also referenced in ICD's own country databanks. ICD reports on academic credentials and makes placement recommendations that are widely accepted by U.S. colleges and universities.

ICD was established in 1977 and acquired by CGFNS International in 2000. During the 2008-2009 biennium, ICD issued 2,400 reports.

1987

the year when ICD became a charter member of the National Association of Credential Evaluation Services.



global
assessment

globalimpact

CGFNS International continues to play an expanding role

domestically, serving frequently as a collaborator in the formulation of policies and the development of professional standards.

We do this in several ways.

We form liaisons with national nursing, health and other organizations. We participate on multi-disciplinary task forces. And we disseminate information about foreign-educated health care professionals.

CGFNS International has formed strategic alliances with colleges and universities, professional associations, governmental and regulatory authorities, and testing/credentialing entities. Through these collaborations, we encounter many opportunities to influence policy, set standards, target initiatives and create business allies.

2008

FEBRUARY 2008

CGFNS collaborated with **AcademyHealth** to develop a survey, and used focus groups to elicit applicant experiences with recruiters and the recruitment process.

JANUARY 2008

CGFNS celebrated the fifth anniversary of its online application system, **CGFNS Connect™**.

CGFNS, and the U.S. State Department Bureau of Population, Refugees, and Migration met to discuss our role in credential assessment of foreign-educated health professionals who become refugees.

Marcia Rachel, PhD, RN, Assistant Dean for Health Systems and Quality Improvement, University of Mississippi Medical Center School of Nursing was **elected president of the CGFNS International Board of Trustees**.

JUNE 2008

The **Robert Wood Johnson Foundation's Center in America** invited **CGFNS** to participate on its steering committee to plan a Nurse Faculty Shortage Summit.

SEPTEMBER 2008

CGFNS presented a workshop titled **"Improving International Examination Security"** at the Council on Licensure Enforcement and Regulation (CLEAR) annual meeting.

CGFNS was one of 26 sponsors for **"An Assessment of the Safety, Quality and Effectiveness of Care Provided by Advanced Practice Nurses"**, a project funded by the TriCouncil of Nursing.

CGFNS participated with **AcademyHealth** and other organizations in the development and release of the **Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses** to the United States.

ICD participated in the **Federation of State Boards of Physical Therapy Annual Conference**.

NOVEMBER 2008

CGFNS and Promet conducted a workshop titled **"Changing Your Program"** at the National Conference for Competency Assessment for the International Nurse conference. The workshop was presented by the International Board of Standards and Practices for Certification of Nurses (IBSCN).

DECEMBER 2008

CGFNS participated in the **Bu Allian** on the **ann** **Unive** of Hu sympo cultural chall mig hea

CG INT

2009

DOMESTIC

DECEMBER 2008

CGFNS held its **fifth Building Global Alliances symposium** on the eve of the **60th anniversary of the Universal Declaration of Human Rights**. The symposium explored the economic, social and political challenges that global climate change poses for health professional women.



CGFNS metric jointly with the American Nurses Association workshop titled **Building Global Alliances for Certification and Credentialing**. The International Organization of Nurses' Assurance's annual report ends in CGFNS program data were the basis for the presentation.

JANUARY 2009

CGFNS discontinued printing paper applications in order to **reduce its carbon footprint**.

CEO **Barbara Nichols** was honored by **Black Women in Sisterhood for Action (BISA)**.

As a result of our 2008 Building Global Alliances symposium, CGFNS submitted a **grant application that sought funds to develop and disseminate best practice guidelines** and informational education materials to enable nurses to identify, protect and support victims of trafficking.

FEBRUARY 2009

The **U.S. Department of Veterans Affairs** requested that CGFNS provide a **credentials evaluation service** for the foreign-educated registered nurses they hire.



APRIL 2009

CGFNS's Validity Study reveals **CGFNS certificate holders have an overall pass rate of 90.8% on the NCLEX-RN®**.



JUNE 2009

CEO **Barbara Nichols** received an **Honorary Doctorate from Drexel University**.

CGFNS began offering an **Expedited Review Service for VisaScreen®** applicants who have a *Request for Evidence* or deportation deadline.

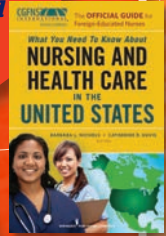


MAY 2009

ICD participated in the **National Association of Credential Evaluation Services (NACES) Annual Meeting**.

AUGUST 2009

CGFNS published and began selling **The Official Guide for Foreign Educated Nurses: What You Need to Know About Nursing and Healthcare in the United States**.



CGFNS hosted a reception for **U.S. State Boards of Nursing in Philadelphia**.

SEPTEMBER 2009

Through the **American Nurses Association** and **senior White House staff**, CGFNS participated in a discussion with nurses from across the country on the current state of health care reform in the United States.



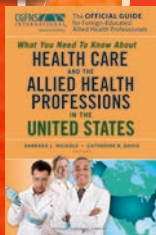
OCTOBER 2009

CGFNS was commissioned by **The Institute of Medicine and the Robert Wood Johnson Foundation** to write a paper on international models of nursing.



NOVEMBER 2009

CGFNS published and began selling **The Official Guide for Foreign Educated Allied Health Professionals: What You Need to Know About Health Care and the Allied Health Professions in the United States**.



globalimpact

INTERNATIONAL

CGFNS International is proud to be recognized around the world as experts in the evaluation of the credentials of health professionals. With many years of first-hand experience in this field, we operate throughout the world with unmatched levels of knowledge and insight.

As a result, many nations and organizations now use CGFNS International as their primary resource for evaluating health professionals' credentials and qualifications.

CGFNS serves a truly global constituency, and we are gratified to see what a widespread and positive impact we have.

2008

JANUARY 2008

President Marcia Rachel represented CGFNS in New York City at the **Conference on International Migration and Development: Legal and Policy Perspectives** sponsored by the Centre for Migration Studies in cooperation with the International Organization for Migration.



IOM • OIM

FEBRUARY 2008

CGFNS and the International Migration Division of the Organization for Economic Co-operation and Development met to discuss policy issues regarding migration flows for their two-year project examining the recruitment and migration of high and low-skilled workers.



CGFNS and the Canadian Nurses Association met to explore the feasibility of a collaboration regarding assessment services for foreign-educated nurses entering Canada.

MARCH 2008

President Marcia Rachel and CEO Barbara Nichols participated in the **Global Health Workforce Alliances Conference** in Kampala, Uganda.



APRIL 2008

At the request of the **International University of Nursing in St. Kitts**, CGFNS conducted an analysis comparing its baccalaureate nursing curriculum to that in the United States.

MAY 2008

CEO Barbara Nichols participated in the **61st World Health Assembly** in Geneva, Switzerland, as a nurse delegate.



INTERNATIONAL

DECEMBER 2008

The **International Standards of Professional Nurses (ISPN)** program for the People's Republic of China was launched. The program unbundles the CGFNS Qualifying Exam® from our Certification Program.



2009

SEPTEMBER 2008

CGFNS partnered with **AHed Global Healthcare** to initiate international nurse assessment programs for hospitals and international schools of nursing.

CGFNS contributed to the working draft of the **World Health Organization's Code of Practice** on the International Recruitment of Health Personnel.



MARCH 2009

CGFNS participated in the development of the **Global standards for the initial education of professional nurses and midwives** by the **World Health Organization**.



MAY 2009

CGFNS conducted an **item writing and clinical evaluation workshop** for the **Jordanian Nursing Council**.

CGFNS and the International Council of Nurses launched the newly designed **International Centre on Nurse Migration Web site**.



CEO Barbara Nichols was the keynote speaker at the **First International Conference on Nursing** for the Health Authority of Abu Dhabi.

President Marcia Rachel participated in the **62nd World Health Assembly** in Geneva, Switzerland, as a nurse delegate.



JULY 2009

CGFNS presented two workshops and two posters at the **International Council of Nurses's 24th Quadrennial congress** in Durban, South Africa.

CGFNS sponsored **one delegate each from the Seychelles and Mozambique** to attend the International Council of Nurses congress in Durban, South Africa.

CGFNS contributed to the **International Council of Nurses/Merck Mobile Library and the International Council of Nurses Girl-Child Fund**.



NOVEMBER 2009

CGFNS administered the first **ISPN program exam** in Beijing, Shanghai and Shenyang in the People's Republic of China.



CGFNS launched the **ISPN program in Vietnam, Laos and Cambodia** with rollout in Hanoi and Ho Chi Minh City.

standards development

To effectively determine educational comparability,

CGFNS International has established profession-specific committees that develop the standards by which education is evaluated. Respected members of the education and practice sectors of each specific profession form these standards committees, each of which includes an admissions officer and a public member.

The initial standards are developed after 1) a review of federal requirements for entry into the United States, 2) U.S. licensure and education requirements, and 3) accreditation standards for the profession. The standards committees meet regularly to review existing standards and to serve as a resource for resolving global educational discrepancies.

In 2009, the committees began discussing accepting “experience in lieu of education” as a standard. These discussions will continue where appropriate.

The Health Professions Standards Committee is composed of the chairs of the individual standards committees and serves as a liaison between the CGFNS Board of Trustees and the individual standards committees and provides guidance to both. It also serves as the International Commission on Healthcare Professions' Appeals Committee for *VisaScreen*® applications.

research

CGFNS International remained at the forefront of its business

by conducting ongoing research that was vital to the organization and its constituencies. The three major goals of the 2007-2009 research agenda were 1) the mining of CGFNS data, 2) research on the migration of international health professionals and 3) research on international health professionals in the U.S. workforce. CGFNS has developed the Guidelines on Access to CGFNS Aggregate Data and the Data Use Agreement. Priorities related to migration and workforce include surveys that address safety, discrimination, communication and transition to practice, as well as focus groups that address the challenges of migration and adjustment to being a part of the U.S. workforce.

In order to maintain its global leadership position, **CGFNS International** must focus on the standards that must be met by health care professionals and on setting and meeting the highest performance standards for our own organization.



communication

CGFNS International averages from 2 to 3 million visits to its Web site annually with 4.4 million visits made in 2008 and 2009.



In 2008, CGFNS International began to include the tagline, Global Credibility, in its branding, as a result of extensive market research.

CGFNS International distributes a digital newsletter to approximately 180,000 applicants and recruiters.

In addition, CGFNS International promotes its partnerships, programs and publications through a variety of methods including news releases and email campaigns to its stakeholder database.



The fan base has grown exponentially on CGFNS International's Facebook page. We use this medium as an educational forum and social connector for health care professionals wishing to practice in the United States.

CGFNS conducts annual webinars for new administrators of the CGFNS Qualifying Exam® and for CES Connect, its online reporting system for State Boards of Nursing.

In 2008, CGFNS conducted an ad campaign in India and the Philippines to promote the CGFNS Qualifying Exam®.

CGFNS participates in a number of conferences as a global expert on the migration of health care professionals. This included the 2009 24th Quadrennial Congress of the International Council of Nurses in Durban, South Africa.

In order to maintain
CGFNS Int
the stando
profession
high
our ov
organ



global trends

CGFNS International believes the following questions represent a starting point for critical analyses and productive thinking about the future, and how it will impact health professionals and health care delivery.

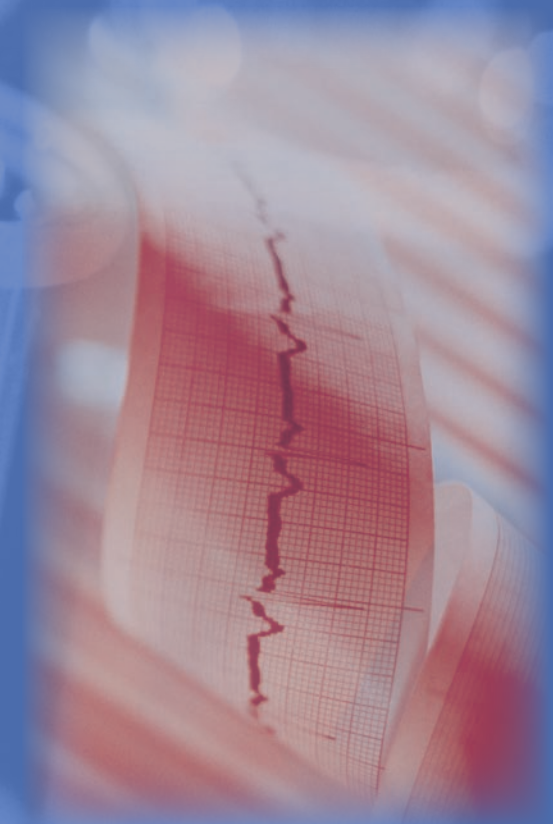
what if...

- ▶ There was wage equality for health care workers globally?
- ▶ Professions became more subspecialized?
- ▶ Medical tourism grew exponentially?
- ▶ Alternative medicine became mainstream?
- ▶ Electronic global communication and text messaging created a single, global culture?
- ▶ Advanced communications technologies change the way we work and live?
- ▶ Health-related activities were monitored on the Internet?
- ▶ Obesity continued to take a toll on health, life spans, productivity and the cost of care?
 - ▶ Advancements in nanotechnology allowed the human body to heal itself?
 - ▶ The traditional age of retirement lost its significance?

CGFNS International recognizes the **challenges and opportunities** created by today's rapidly changing global landscape and we are positioned to apply our **capabilities, experience and knowledge** on behalf of those who look to us for leadership and support.

“The tide of evolution carries everything before it, thoughts no less than bodies, and persons no less than nations.”

GEORGE SANTAYANA



global alliances

In December 2008, CGFNS International held its fifth Building Global Alliances symposium,

The Challenges of Migration for Health Professional Women, on the eve of the 60th anniversary of the Universal Declaration of Human Rights. The symposium explored the cultural, social and political challenges that global migration poses for health professional women. Keynote speaker Sally Armstrong presented "Building on the Diversity and Multiculturalism of Health Professional Women Around the World". The presentations engaged, informed and inspired participants to become catalysts for change.

Dr. Afaf Meleis was honored for her accomplishments with the 2008 CGFNS International Distinguished Leadership Award. CGFNS established this award in 2001 to recognize the outstanding professional and personal achievements of an individual who stands as a model for success in the global health care community.



Sally Armstrong
Author, Filmmaker, Human Rights Activist
Keynote Speaker



Afaf Meleis
PhD, DrPS (hon), FAAN, FRCN, Margaret Bond Simon Dean of Nursing, University of Pennsylvania School of Nursing
Award Winner



Laura Lederer
Senior Advisor on Human Trafficking,
U.S. Department of State and Adjunct
Professor of Law
Presenter



Peter Buerhaus
Director, Center for Interdisciplinary
Health Workforce Studies, Institute
of Medicine and Public Health,
Vanderbilt University Medical Center
Presenter



Deborah Washington
Director, Diversity in Patient
Care Services, Massachusetts
General Hospital
Presenter



Katrin Schultheiss
Associate Professor, History Department,
Gender and Women's Studies Program,
University of Illinois at Chicago
Presenter



Diana Mason
Editor-in-Chief,
American Journal of Nursing
Presenter

2008-2009 board of trustees

global

officers

PRESIDENT 2008-2009
 Marcia Rachel, PhD, RN
 Assistant Dean for Health Systems
 and Quality Improvement,
 University of Mississippi Medical
 Center School of Nursing



trustees

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 Director of Service Industry Affairs,
 Office of the United States Trade
 Representative (retired)



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 Information Resources and
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 Drexel University



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 Legacy Health System

VICE PRESIDENT 2008-2009
 Nilda Peragallo, DrPH, RN, FAAN
 Professor and Dean,
 University of Miami School
 of Nursing and Health Studies



2009
 Sharon Goldsmith
 PhD, CCC-Speech
 President, Goldsmith
 International SP



2008-2009
 Janet Hatcher-Roberts
 MSc, RN
 Executive Director,
 Canadian Society for
 International Health



SECRETARY 2008-2009
 Robert Watkins, MA
 Assistant Director of Admissions,
 University of Texas at Austin



2008-2009
 Norma Lang,
 PhD, RN, FAAN, FRCN
 Wisconsin Regent
 Distinguished Professor,
 University of Wisconsin
 Milwaukee College of Nursing



2008-2009
 Beverly McElmurry,
 EdD, RN, FAAN
 Professor and Associate
 Dean, University of Illinois
 at Chicago College
 of Nursing



2009
 Barbara Sanders
 PhD, PT
 Professor and Chair,
 Associate Dean,
 Texas State University
 College of Health
 Professions Department
 of Physical Therapy

TREASURER 2008-2009
 Mi Ja Kim, PhD, RN, FAAN
 Professor and Dean Emerita,
 University of Illinois at
 Chicago College of Nursing



2008-2009
 Antonia Villarruel,
 PhD, RN, FAAN
 Professor, Director,
 Center for Health
 Promotion, University of
 Michigan School of Nursng



**2008 INTERNATIONAL
 OBSERVER**
 Amelia Maglacas
 DrPH, RN, FRCN (UK),
 SCD (Hon)
 Chief Nurse Scientist
 (retired), World Health
 Organization



leaders

senior management team



2008 - 2009
Charles E. Gessert
MD, MPH
Senior Research Scientist,
St. Mary's/Duluth Clinic
Health System



2008
Eugene Ketchum, PhD
Program Coordinator,
Commonwealth of
Kentucky (retired)



2008-2009
John Kaiser, MS
President,
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2008
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2009
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*In the 2008-2009 biennial period,
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*Strategic Planning and Marketing Advisory committees were combined to create the Business Development and Marketing Committee in the third quarter of 2009.

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(2008-2009), Lehman College Department of Nursing

Gohar Karami, PhD, APRN-BC (2008-2009)
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Sciences, Division of Nursing

Linda O'Brien-Pallas, PhD, RN, FCAHS (2008-
2009) Canadian Health Services Research Foundation/
Canadian Institutes of Health Research, Nursing Health
Human Resources, University of Toronto Nursing
Health Services Research Unit

Frank Schaffer, EdD, RN, FAAN (2008-2009)
Cross Country Staffing

Yu Xu (Philip) (2008-2009)
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(Voice but no vote 2008)

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Pam Benoit, PhD (2009)
University of Missouri

Robert C. Feldmeier, Esq. (2008-2009)
Schiff Hardin, LLP

Sue Hale, MCD, CCC-SLP, ASHA Fellow (2008)
Vanderbilt University, Vanderbilt Bill Wilkerson Center
for Otolaryngology and Communication Sciences
Department of Hearing and Speech Sciences

Carolyn Wiles Higdon, EdD, CCC-SLP,
ASHA Fellow (2008)
University of Mississippi

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Linda Nober, EdD, CCC-SLP (2008-2009)
Westfield State College

Janelle L. Pyke, MA (2008)
Loma Linda University

Theresa H. Rodgers, MA, L-SLP, CCC-SLP (2009)
LeBlanc Special Services Center

Roy Shinn, Jr, PhD (2009)
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Jennifer B. Watson, PhD, CCC-SLP (2009)
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and Health Sciences

Rebecca O. Weaver, PhD, CCC-SLP (2009)
Harding University Speech Clinic Department of
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(chair 2008-2009) University of Miami
School of Nursing and Health Studies

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NEA-BC (2008-2009)
Hospital of the University of Pennsylvania

Roger A. Boothroyd, PhD (2008-2009)
University of South Florida, Louis DeLa Parte Florida
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Mary Foley, MSN, RN (2009)
University of California, San Francisco
School of Nursing

Janet Hatcher-Roberts, MSc, RN (2008)
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Boston College

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Janet Wyatt, PhD, RN, CRNP
Pediatric Nursing Certification Board

Janet Hatcher Roberts, MSc, RN
Canadian Society for International Health

Marcia Rachel, PhD, RN

(President of the CGFNS Board of Trustees 2008-2009)
University of Mississippi Medical Center School of Nursing
was ex officio for all committees

globalresponse

CGFNS International believes that the global shortage

of qualified health care professionals will persist into the next decade, underscoring the need for expert credentials evaluation and professional development services to promote the health and safety of the public.

The following assumptions will set the stage for CGFNS International to continue to be a vital resource in that regard:

- ▶ Migration of health care professionals will continue
- ▶ The disparate education of health care professionals will need continued examination
- ▶ Regulatory and accreditation processes will become more prevalent on a global scale
- ▶ Discussions will continue with regard to a global standard for knowledge and skills needed by health care professionals, wherever they practice
- ▶ Language barriers will require ongoing attention.

CGFNS will continue to be at the nexus of discussions surrounding credentials evaluations for health care professionals, serving as the provider of an international benchmark for assessment, and acting as a stimulus for ongoing regulation, the proponent of standards for health care curriculums and as an advocate for the rights of health care professionals.



global response

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and going forward, in 2010 . . .

vision statement

To be the premier source of credentials evaluation and professional development services that provide strategic value and direction to health care professionals worldwide.

mission statement

To serve the global community through programs and services that verify and promote the knowledge-based practice competency of health care professionals.

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