

# ABNM Well-Being Space

## Promoting Well-Being for Our International Nuclear Medicine (NM) Residents and Fellows: A Message to NM Faculty and Program Directors

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Our Nuclear Medicine-trained residents and fellows come from various pathways to be certified by the ABNM, and a significant portion are International Medical Graduates (IMGs). These IMGs represent an important group of our trainees across the United States, facing systemic barriers, visa difficulties, lack of community, language barriers, and the need to adapt to a new social, cultural, and work culture. The training can be particularly challenging due to cultural adjustment and unfamiliarity with the healthcare system. These challenges can increase the risks of burnout and an overall decline in well-being and clinical performance, thus underlining the vital role of active assistance from NM faculty and Program Directors during this period.

It is essential to recognize the unique difficulties that IMGs encounter and commend their efforts to perform at par with their AMG (American Medical Graduate) peers. Here are several suggested ways we can support our IMG trainees:

**Regular Check-Ins:** Conduct monthly brief check-ins to assess their need for social and wellness support during transition.

- **Peer Support:** Encourage peer support through connections with chief residents, senior/junior IMG trainees, and social media dedicated to IMG residents/fellows.
- **Mental Health Services:** Promote the use of free mental health resources.
- **Educational Seminars:** Offer seminars on visas, financial management, and other essential topics.

- **Resource Availability:** Provide information on resources for reporting mistreatment and ensuring trainees know that discrimination is not tolerated. Sharing best practices and resources based on feedback from current IMG trainees and existing literature can effectively support our trainees.
- **Wellness Initiatives:** Consider establishing an IMG wellness initiative if one does not already exist.
- **Contact Points for Travel and Visa Renewal:** Ensure trainees know the best contact points for travel and visa renewal questions and establish a clear timeline for when they will receive new contracts and documents necessary for visa renewal each year.
- **U.S. Peer Mentorship:** Include U.S. peer mentorship, which can be beneficial.
- **Accurate Evaluation:** Ensure that core competencies are assessed accurately without being influenced by language or cultural differences.

By following these steps, we can ensure our IMG trainees feel supported and can adapt successfully to their new work environment. If you are interested in sharing experiences or learning more, please contact me ([mrponisio@wustl.edu](mailto:mrponisio@wustl.edu)). Together, we can significantly impact the well-being and success of our IMG trainees.