

**ASSOCIATION OF PROFESSORS OF HUMAN AND MEDICAL GENETICS**

**14<sup>TH</sup> ANNUAL WORKSHOP**

**SAN ANTONIO, TEXAS**

**APRIL 9-11, 2008**

**Wednesday, April 9, 2008**

**BUSINESS MEETING**

The meeting was called to order by the President, Jerry Feldman, who welcomed everyone to the workshop. He also reported that the Council had voted to support a part-time administrative position to be based in the ASHG office.

The medical genetics residency program directors had a successful meeting earlier today.

The minutes for last year's workshop were approved unanimously.

**Secretary-Treasurer's Report:**

Mira Irons reported this year's Treasurer's report, and also summarized the status of 2008 membership thus far (43 paid institutions for 2008). Invoices were sent to the medical school Deans with a copy to institutional representatives. Reminder notices will be sent to those representatives whose institutions have not paid their 2008 dues in the summer.

**Liaison reports:**

**ACMG:** Bruce Korf provided an update on recent activities of the College. This included:

- A strategic planning effort continues with goals that include increased visibility of the College in matters of national public policy, increased inclusiveness in College committee membership, and increased membership especially with regard to trainee members.
- A general discussion of the dues structure of the College, AMA membership, and the category of non-US members took place.
- ACMG is trying to engage trainees to join as trainee members and is hoping to have trainees serve as members of ACMG committees
- ACMG is doing well financially, is becoming more visible nationally, and is becoming the go-to place for issues concerning Medical Genetics on the national level.

**ABMG:** Karla Matteson provided an update regarding ABMG activities, which included:

- 166 geneticists were certified in 2007

- Currently there are 2342 certified geneticists with 2766 certificates awarded
- Reviewed the current listing of combined training programs between Genetics and Internal Medicine, Pediatrics, and Maternal-Fetal Medicine. There are currently no accredited combined programs between Genetics and OB/GYN.
- Reviewed the new subspecialty of Medical Biochemical Genetics with the first certifying examination to be given in 2009.
- Updated everyone on the new ABMG website and Maintenance of Certification requirements
- Programs Directors are required to participate in maintenance of certification.

**ABGC/NSGC:** Andy Faucett provided an update regarding NSGC activities, which included:

- NSGC is now a CEU provider. This will increase the number of CEU opportunities for its members
- The NSGC Board restructuring this year resulted in loss of regional representatives in favor of at-large representatives. There will no longer be regional NSGC meetings.
- As of this Fall, all PA programs are required to have genetics training

**NCHPEG:** Joe McInerney provided an update regarding NCHPEG activities, which included:

- NCHPEG currently has 85 member organizations.
- The organization continues to develop genetics educational materials which are located on the NCHPEG website.
- The September, 2008 meeting will focus on Genetics and Common Diseases
- Point-of-care decision support systems for non-genetic providers are being developed.
- A educational program regarding the genetics of colorectal cancer is being developed for the VA and will be available on the NCHPEG website

**CMSS/OPDA:** Mira Irons provided an update regarding the recent CMSS and OPDA meetings, which included:

CMSS:

- Recent changes in organized medicine this year have resulted in new CEOs of ACGME, ABMS, Joint Commission, and CMSS.
- CMSS currently has 31 member societies and 6 affiliate members
- Dr. Norman Kahn, the new CEO of CMSS summarized the main areas of focus of CMSS which include:
  - o Improved quality, standards, and systems of care
  - o Effective educational programs (GME and CME)

- Responses to health care policy
- Communication among specialties
- Ethical Practice
- Professionalism
- Special session: Globalization of Health Care

**OPDA:**

- AMA will soon be initiating a survey regarding how home call is being utilized by training programs.
- The 5<sup>th</sup> pathway is no longer an option for international medical graduates—they must all come through the ECFMG
- AMA Initiative to Transform Medical Education report is available on the AMA website
- ACGME strategic plan includes:
  - Reducing the burden to program directors with fewer PIF questions
  - New 1-year fellowship procedures with regard to requirements/regulations,
  - Longer intervals between site visits,
  - Specialty curricula materials being developed at the ACGME staff level which can be accessed and modified by program directors
  - Recent emphasis on common requirements
  - Webpage redesign
  - Residents' survey updates
- Panel discussion: Perspectives on increasing the physician workforce

**AAMC:** Skip Elsas provided an update on recent activities of the AAMC, which included:

- Workshop regarding Conflict of Interest
- Letter to Deans sent out in February, 2008 requesting institutions to accelerate the development of Conflict of Interest policies.
- Recommendations for implementation of reporting, evaluation, and management systems for both individual and institutional Conflicts of Interest.

**USMLE:** Bruce Korf reported that there is a proposed change with regard to how the exams will be administered in the future. The NBME is currently proposing 2 gateway examinations with the first occurring at the end of medical school. There is concern that this may lead to further erosion of the basic sciences in medical schools.

**Nominations Committee Report:**

Bronya Keats chaired the Nominations Committee to recommend a new Council member to replace Peter O'Connell whose term officially ends on June 30, 2008. The other members were Bruce Korf and Allen Hogge. The candidate recommended

by the committee was Ron Carter. A motion to approve this recommendation was moved and seconded, and the vote was unanimous.

The committee also recommended that Mimi Blitzer be nominated for the office of President-Elect. A motion to approve this recommendation was moved and seconded, and the vote was unanimous.

### **APHMG 2009 AND Future Workshops:**

Tony Wynshaw-Boris led a discussion regarding the date and location for the 2009 APHMG workshop. Possible dates will include either early March or late April, with locations of Savannah, San Diego-DelMar, Coronado, Monterrey, or Napa to be investigated.

### **Liaison report presented Thursday, April 10<sup>th</sup>:**

**ASHG:** Jo Boughman provided an update on activities of ASHG, which included:

- Educational initiatives:
  - o Dr. Mike Dougherty hired as Director of Education
  - o GenEdNet Digital Library
  - o Genetics Educator Outreach Network (GEON)
  - o DNA Day 4/25: essay contest resulted in over 1000 entries this year amongst middle and high school students
  - o High school and undergraduate workshops will take place at the ASHG annual meeting this year.
- Professional Development
  - o Professional Development committee
  - o Session on career paths at ASHG
  - o Mentor luncheon
- Policy Issues
  - o Passage of GINA
- Other activities
  - o ASHG has gone world-wide: all international members are Regular Members
  - o More open nominating process
  - o Fellows: Policy Fellow with NHGRI and Public Health Fellow with CDC
  - o IRB issues initiative
- Communications Initiative
  - o Communications manager to cover Genetics in the media
  - o Media training for scientists

### **Thursday, April 10, 2008**

#### **Plenary Session I:**

To Match or Not to Match: Medical Genetics Residencies

Moderator: Laurie Demmer, M.D.

Invited speaker: Mona M. Signer, MPH, Executive Director, NRMP

**Plenary Session II:**

Revision of the 2001 APHMG/ASHG “Medical School Core Curriculum in Genetics”,  
Including an Assessment of Genetic Content on the USMLE.

Moderator: Darrell J. Waggoner, M.D.

Update on the APHMG Test Bank

Moderator: Tony Wynshaw-Boris, M.D., Ph.D.

**Friday, April 11, 2008**

**Plenary Session III:**

The State of Graduate Education in Genetics – Challenges of the 21<sup>st</sup> Century

Moderator: AdaElgavish, Ph.D.

Invited Speakers: Bronya Keats Ph.D., Diane Robins, Ph.D.

**Plenary Session IV and V:**

The Future of the APHMG: A Real Strategic Planning Session

Moderators: Gerald Feldman, M.D., Ph.D., and Tony Wynshaw-Boris, M.D.,  
Ph.D

## 2008 APHMG 14<sup>th</sup> Annual Workshop Strategic Planning Summary

A strategic planning session was held on 4/11/08 during this workshop. The purpose was to review the past history of APHMG and determine the future directions for APHMG. No previous strategic planning sessions had taken place in the past.

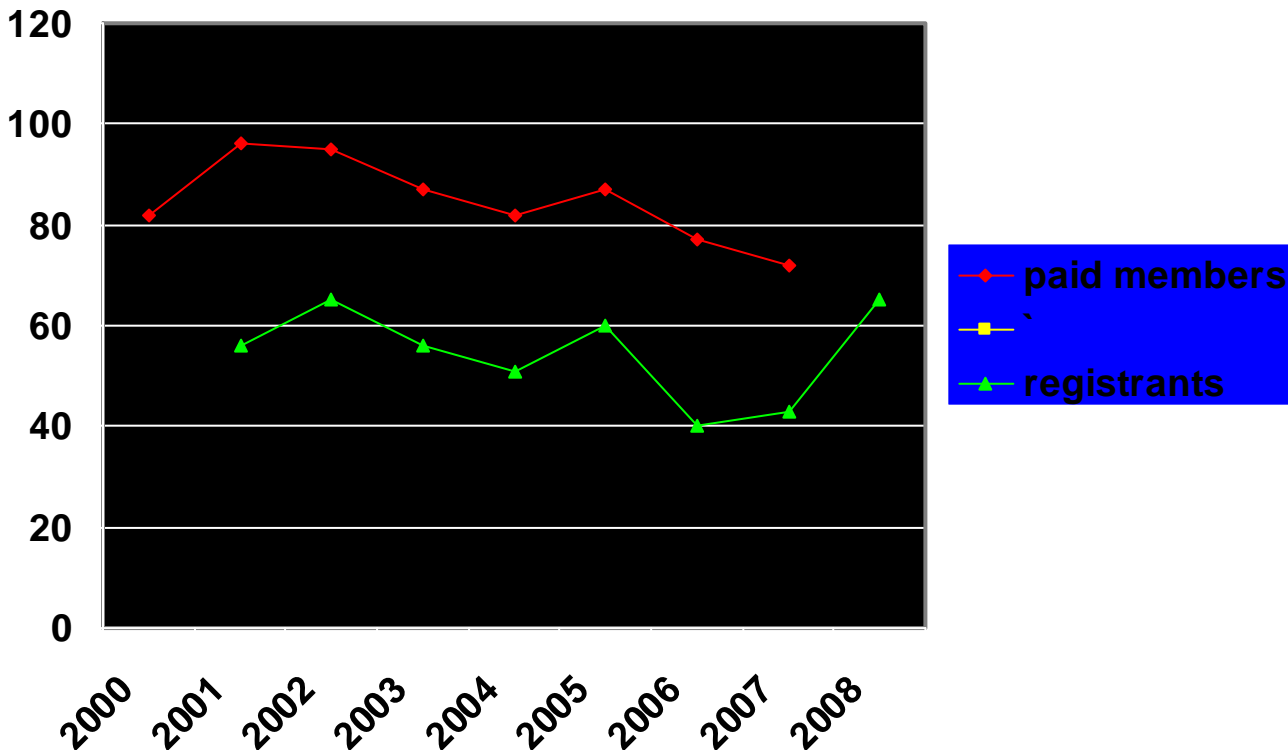
The session was divided into 2 parts. In the first part, the history of APHMG was reviewed and the results of a survey that had been sent to APHMG institutional representatives and APHMG meeting attendees were presented. There were 31 responses to the survey, which was sent to approximately 75 individuals. In the second session, there were 4 major strategic issues identified, with action items identified and progress in each action item presented. Finally, future issues for APHMG to consider were presented and decisions made in regards to making them additional action items. The following is a summary of those sessions.

### **History of the Association of Professors of Human and Medical Genetics (APHMG)**

- First effort: informal meeting of Genetics Departmental Chairs organized by Tom Caskey at the International Congress of Human Genetics in 1991
- Organizing committee set up at 1993 ASHG meeting
  - Joanne Boughman, Bob Desnick, Wladimir Wertelecki, Skip Elsas, Emmanuel Shapira, Aubrey Milunsky, Jan Friedman
  - Developed first bylaws, met again at 1994 ASHG workshop,
  - First Workshop held in 1995 in San Diego
- Incorporated in 1999
- Purpose of APHMG:
- **“The Association is organized exclusively to stimulate and support education in the fields of human and medical genetics and to promote academic programs in human and medical genetics in North American medical schools and graduate schools”**
- **Presidents:**
  - Jan Friedman 1994-1996
  - Robert Desnick 1996-1998
  - Skip Elsas 1998-2000
  - Reed Pyeritz 2000-2002
  - Bruce Korf 2002-2004
  - Bronya Keats 2004-2006
  - Jerry Feldman 2006-2008
  - Tony Wynshaw-Boris 2008-2010 (President Elect)
  - Mimi Blitzer 2010-2012 (President Elect-to-be)

## Organization of APHMG

- Appointed Institutional Representative from each North American academic institution (United States and Canada) who pay an annual membership dues (currently \$250.00, which has never been increased the best I can tell)
- APHMG Council
  - President (2 year term)
  - Past president (2 year term)
  - President-elect (2 year term)
  - Secretary Treasurer (3 year term)
  - 3 Councilors (2 year term, 1 expires each year)
- No office or permanent staff
- President and Secretary-Treasurer usually provide local administrative support



### 2008 APHMG 14th Annual Workshop registration statistics:

- Registrants: 81
  - APHMG meeting: 65
  - APHMG workshop + program directors meeting: 34
  - APHMG meeting only: 31
  - Program directors meeting only: 11
  - Guests: 5

# Survey Results:

## Question #1

**Does the Mission Statement below Represent Your Understanding of the Purpose of APHMG?**

**“The Association is organized exclusively to stimulate and support education in the fields of human and medical genetics and to promote academic programs in human and medical genetics in North American medical schools and graduate schools”**

84% agreed. Suggested changes: eliminate the word “exclusively”, consider adding academic centers.

## Question #2:

**What are the basic needs that APHMG needs to fill?**

- Peer support
- Forum for sharing ideas and supporting “lonely” leaders
- Education support
  - Innovative teaching methods
  - Test bank
  - Develop core competencies
  - Promote academics
- Workforce support
  - Help members address issues related to education, clinical service and research
  - Define and maintain role of trained genetics professionals in clinical practice
- Workforce planning
  - Promote careers in genetics
  - Ensure careers in genetics
  - Recruit talented students
  - Develop relationships with nursing, genetic counselors

## Question # 3

**Who are the Key Stakeholders?**

- APHMG representatives
  - Medical Genetics Residency Program Directors
  - Medical School course directors
  - Graduate Program Directors
  - Departmental Chairs
  - Division chiefs
- ASHG
- ACMG
- ABMG

- RRC
- Educators/faculty who teach genetics
- Deans (hard to get them interested)
- Genetic Counselors
- Students/trainees
- AAMC

**Question #4**

**What Makes APHMG Distinctive or Unique?**

- Relaxing atmosphere to share ideas
- Base for program directors/department chairs/division chiefs/course directors
- No other organization focuses on post-graduate genetics education
- Dues paid by institution rather than individual
- Lack of commercial/industry support
- Liaison with AAMC and other organizations
- Most national organizations have an educational arm within the organization, whereas APHMG seems to be separate
- Not well known
- Dedicated meeting

**Question #5**

**What are the External or Internal Threats that Face APHMG?**

- Lack of funding/lack of resources
- Being overshadowed by other genetics organizations
- Lack of institutional support
- Integration of genetics into health care in general
- Lack of adequate trainees
- Lack of adequate reimbursement for genetics services
- Meeting too close to ACMG and SIMD
- Lack of interest, lack of focus
- Reactive not proactive
- History of excluding genetic counselors
- Limited visibility
- Leadership too narrow – do not connect with broader membership who represent the teaching community

**Question #6**

**What are the External or Internal Weaknesses that Face APHMG?**

- Inability of representatives to attend annual meeting
- Lack of interface with other similar groups
- Lack of input with medical school associate deans and primary care residency program directors
- Lack of distinction from other disciplines as genetics is part of all of medicine

- Financial soundness/limited resources
- Lack of definition of mission
- Same players?
- Appearance of “inner circle” of leadership
- Lack of visibility, lack of interest
- Limited involvement of genetic counselors
- Lack of medical geneticists to teach genetics

**Question #7**

**What do you consider to be the major accomplishments of APHMG during the past five years?**

- Increasing profile of genetics
- Setting guidelines for medical genetics education
- Enabling program directors to have a forum
- Working closely with Medical Genetics RRC
- Keeping the organization going
- Interactions with other societies/groups to promote genetics education and academic mission
- Visibility at AAMC, NBME and medical schools
- Networking
- Unsure

**Question #8**

**What do you consider to be the major failures of APHMG during the past five years?**

- Lack of visibility
- Lack of support of universities
- Lack of stimulating representatives to attend meeting
- Lack of influence in changing medical school and primary care residency training in genetics
- Decreasing number of representatives
- Lack of focus
- Lack of administrative support to make things happen
- Lack of opportunity for course directors and program directors to exchange ideas
- Too much time spent on “what needs to be done”
- Not thinking ahead
- Lack of development of website
- Stagnant leadership
- Not involving all stakeholders
- Paucity of initiatives brought to completion
- Not linking MD, lab and genetic counseling training programs

## **Question #9**

### **What are the major strengths of APHMG?**

- Representative from different universities
- Organizing those who teach genetics
- Devoted membership
- Focused mission
- Expertise/phenomenal faculty dedicated to genetics education
- Many senior geneticists
- Has the ear of organized medicine
- Small meeting
- Relevant stakeholders are involved

## **Strategic Issues**

### **Strategic Issue 1 – Medical Genetics Residency Programs**

- Action Items Accomplished:
  - Began the process of organizing a Medical Genetics Program Directors Organization at this year's workshop
    - » Mira Irons to lead, task force formed with volunteers at the meeting. A timeline is to be identified. Dr. Irons will investigate how other program directors associations are formed; follow-up to be presented at fall APHMG meeting as ASHG. As a Council member, Dr. Irons will be responsible for presenting her timeline to the Council
    - » Discussed possibility of fellowships in specialties such as adult genetics (APHMG Program Directors Association to be involved in process)
    - » Development of distance learning course to fulfill 1 year medical genetics coursework requirement? John Mulvihill offered to provide information regarding the program his institution has in place for GCs. Consider submission of a proposal to the educational session at ASHG or ACMG Annual meeting
    - » As part of the residency process, a presentation by Mona Signer, Executive Director of the NRMP was made regarding whether Medical Genetics Residency programs should/must participate in a match process (NRMP or other). The following points were clear: (1) combined genetics programs (Pediatrics-Medical Genetics, Internal Medicine-Medical Genetics, Obstetrics-Medical Genetics) must participate in the match (if their institution participates in another match process). The institution is in violation if all programs at that institution do not participate in the same match. At this point, the combined MFM-Medical Genetics training

- program does not fall in the same category, as these individuals are not 4<sup>th</sup> year medical students.
    - » The Program Directors group will consider a decision to participate in NRMP match for categorical medical genetics association as well
  - Saw a demonstration of the Question-bank (still needs work). Program directors will be able to submit questions to this website and be able to utilize questions from the website to utilize for in-service exams
    - » Tony Wynshaw-Boris to lead this effort

## **Strategic Issue 2 – Graduate Genetics Education**

- Action Items Accomplished
  - Q-bank can include questions for graduate exams (short answer as well).
  - Genetics Program Directors Interest Group
    - » Ada Elgavish and Diane Robins to lead
    - » Program Directors email list serve to be developed along with other efforts to obtain a list of program directors (ASHG website lists graduate program directors)

## **Strategic Issue 3 – Medical School Genetics Education**

- Action Items Accomplished:
  - Decision to form a committee to revise 2001 APHMG/ASHG medical genetics curriculum
    - » Darrel Waggoner to lead. Task force to be created, plans to present revised curriculum at APHMG meeting at ASHG this year
    - » Development of supporting educational materials?
- Development of Q-bank
  - Tony Wynshaw-Boris to lead
- NCHPEG
  - Home for syllabi? More likely to be posted on APHMG website with link to NCHPEG so that all APHMG-related efforts reside on APHMG website
- Medical School Genetics – session for next year – share materials. Publish in GIM
- Integrating genetics into 3<sup>rd</sup> and 4<sup>th</sup> years? Investigate whether there are innovative processes that can be shared with other institutions

## **Strategic Issue 4 – APHMG**

- Action Items Accomplished
  - Reaffirmed purpose statement
  - Decision made to hire part-time support staff - 0.25 FTE to be provided through contract with ASHG

- Decision to revisit by-laws to determine how to open membership to others besides institutional representative

**Recommendation: Membership: open membership so not limited to 1 individual/institution: keep 1 voting rep but open up to include residency program directors, graduate program directors, course directors, laboratory program directors. Jerry Feldman will lead this effort and will discuss with legal counsel (Lynn Fleisher) in regards to how/if the by-laws can be changed.**

- Future selection of Councilors will include nominations from the representatives. Priority will be given by the Nominations Committee to those individuals with prior active participation in APHMG activities, such as prior attendance at the APHMG workshops
- The president will assign a Councilor to each strategic issue, such as (residency program directors - Dr. Irons, medical school course directors - Dr. Demmer, graduate school program directors - Dr. Ron Carter -- to make sure action items are completed
- Improve communications with membership and genetics community
  - » Revise and expand APHMG website. Will hopefully utilize ASHG website planners and keep as part of FASEB
  - » Email blasts, perhaps through ASHG and ACMG similar to meetings email blasts
  - » Quarterly emails (President, Dr. Wynshaw-Boris)
  - » Next year's meeting: email blasts from ACMG, ASHG and ABMG, AAP section on Birth Defects. Email or post slides from this session. Decision made to continue to utilize JR Daggett and Associates for next years meeting. Site selection to be done by JR Daggett and Associates.
- Increase involvement with AAMC  
AAMC:Workshop idea: how does an academic medical center work. AAMC has a tutorial. Invite somebody from AAMC. Ways to involve associate deans of medical and graduate education – can AAMC help?
- Caucus of Chairs: Tony to attend in place of Bronya Keats. Mimi Blitzer may also attend as 2<sup>nd</sup> APHMG representative.

## What's Next?

**Should APHMG attempt to increase corporate sponsorship? If so, what about any conflict of interest?**

Consider formation of APHMG Foundation or partner with ACMGF to develop educational activities. Jerry Feldman will discuss with legal counsel.

**Should APHMG develop guidelines for conflict of interest?**

All agreed that APHMG should follow the guidelines for other similar organizations. Jerry Feldman will discuss with legal counsel.

**Does APHMG have a stance on the proposed revisions of the ULMLE exam schedule?**

Consensus: USMLE: is not opposed to proposal to revise steps 1-3. APHMG will offer assistance for additional item writers for steps 2-3. Request geneticist to be on Big Step committee? Find mechanism to get more item writers for genetics. Howard Saal to lead effort

**Should ABMG program directors be also considered a stakeholder?**

Consensus was definitely a yes. Plans are to invite ABMG Program Directors to next years meeting and perhaps develop workshop for them. APHMG will work with Karla Matteson on developing a workshop and getting them involved.