MEMBERSHIP: AS OF 4/20/84, 514

65% FULL, 21% STUDENT, 13% ASST.

REVIEW PROCESS FORMALIZED FOR USE IN QUESTIONS RE MEMBERSHIP CATEGORY BUT TO DATE, NOT NEEDED.

The New MEMBERSHIP DIRECTORY IS IN THE FINAL STAGES OF PREPARATION AND SHOULD BE PRINTED SHORTLY. WE HAVE DECIDED TO MOVE THE MEMBERSHIP LIST TO THE BSCS WORD PROCESSING SYSTEM FROM THE SERVICE WE CURRENTLY USE. WITH THIS CHANGE, WE WILL BE ABLE TO UPDATE THE LIST ON AN ONGOING BASIS, RATHER THAN QUARTERLY AND WILL BE ABLE TO ACCESS THE DATA IMMEDIATELY RATHER THAN HAVING TO WAIT FOR (AND PAY FOR) QUARTERLY PRINTOUTS. THIS WILL IMPROVE OUR ABILITY TO RESPOND TO REQUESTS FOR OUR MAILING LIST AND TO PRINT MAILING LABELS AS THEY ARE NEEDED, AND, AFTER THE DATA IS INITIALLY ENTERED, SHOULD IMPROVE OUR EFFICIENCY AND DECREASE COSTS.

MEMBERSHIP BROCHURE - DRAFT TO BE REVIEWED BY BOD. WILL INCORPORATE THE JOB DESCRIPTION FINALIZED BY THE BOARD AT MEETING LAST JUNE.

JOB DESCRIPTION HAS BEEN SENT TO VIC RICCARDI; CHAIRMAN OF ASHG'S INFORMATION AND EDUCATION COMMITTEE, WHICH IS PREPARING A PAMPHLET ON CAREERS IN HUMAN GENETICS. I HAVE ALSO BEEN CONTACTED BY THE CENTER FOR EDUCATION IN MATERNAL AND CHILD HEALTH REGARDING A LONGER BROCHURE ON THE PROFESSION OF GENETIC COUNSELING WHICH THEY INTEND TO PREPARE FOR PUBLIC INFORMATION.

THERE IS INCREASING DEMAND FROM GUIDANCE COUNSELORS, POTENTIAL EMPLOYERS AND STUDENTS FOR INFORMATION RE THE PROFESSION AND ABOUT THE SOCIETY, AND IT WILL BE IMPORTANT TO HAVE THESE DOCUMENTS TO FACILITATE RESPONSE AND ENCOURAGE RECOGNITION OF THE GENETIC COUNSELOR.

ALTHOUGH JOB DESCRIPTION ADEQUATE FOR PUBLIC INFORMATION RE GENETIC COUNSELOR'S ROLE, NOT SPECIFIC ENOUGH TO USE IN ESTABLISHING JOB CLASSIFICATION OF "GENETIC COUNSELOR" WHICH DOES NOT EXIST AT MOST INSTITUTIONS. THE SURVEY CONDUCTED LAST SUMMER BY THE PROFESSIONAL ISSUES COMMITTEE REVEALED THAT MOST OF US ARE EMPLOYED

UNDER A BEWILDERING ASSORTMENT OF JOB TITLES (NEARLY 50). DESPITE THE FACT THAT 93% OF THE RESPONDENTS LISTED GENETIC COUNSELING AMONG THEIR ACTIVITIES, 20 OF THE TITLES CONTAINED NO MENTION OF GENETICS AND AN EQUAL NUMBER MADE NO REFERENCE TO COUNSELING. SUCH CREATIVE TITLES AS "CLINICAL SPECIALIST, LIFE SCIENCES" OR "UNIVERSITY PROGRAM SPECIALIST" AND "HOSPITAL COUNSELOR" ARE A TRIBUTE TO THE IMAGINATION TO THE PERSONNEL DEPARTMENT BUT DO LITTLE TO EDUCATE THE MEDICAL COMMUNITY ABOUT OUR ROLE - OR EVEN OUR EXISTENCE. EVEN FOR THOSE OF US FUNCTIONING WITHIN THE UNIVERSITY OF CALIFORNIA OR IN OTHER STATE SUPPORTED AGENCIES, THERE IS NO CONSISTENT JOB DESCRIPTION OR TITLE. QUITE APART FROM THE LACK OF PROFESSIONAL RECOGNITION, THIS RESULTS IN GREAT DISPARITY IN PAY SCALES AMONG PEOPLE WITH SIMILAR RESPON-SIBILITIES AND EXPERIENCE WHO MAY EVEN HAVE A COMMON EMPLOYER. AT OUR REGION VI MEETING IN MARCH A NUMBER OF US WHO ARE EMPLOYED BY THE STATE OF CALIFORNIA MET TO TRY TO DEVISE A JOB DESCRIPTION THAT WOULD BE BROAD ENOUGH TO ALLOW FOR A VARIETY OF ROLES AND YET SPECIFIC ENOUGH TO SPEAK TO REQUIRED SKILLS. HOPEFULLY THIS MAY PAVE THE WAY FOR A JOB CLASSIFICATION OF "GENETIC COUNSELOR" WITH APPROPRIATE STEPS FOR GROWTH AND ADVANCEMENT WITHIN THE POSITION. THIS COULD THEN BE UNIFORMLY APPLIED THROUGHOUT THE SYSTEM.

WITH REGARD TO JOBS, THE JOBS HOTLINE APPEARS TO BE FUNCTIONING WELL. SEEMS TO BE WIDELY USED BY MEMBERSHIP - ESPECIALLY THE STUDENT MEMBERS. IMPORTANT TO CONTACT LINDA NICHOLSON NOT ONLY TO NOTIFY HER OF JOB POSTINGS, BUT ALSO WHEN POSITIONS ARE FILLED.

JOB POSTINGS IN PERSPECTIVES ARE GENERATING ADDITIONAL REVENUE FOR THE NEWSLETTER AND DEFRAYED OVER HALF THE COST OF THE LAST ISSUE. FEEDBACK FROM THE QUESTIONNAIRES DISTRIBUTED AT THE BUSINESS MEETING IN NORFOLK INDICATED THAT THOSE RESPONDING WERE GENERALLY PLEASED WITH PERSPECTIVES - PARTICULARLY WITH ITS READ-ABILITY, PROFESSIONALISM, VARIETY, FORMAT AND THE FEATURE ARTICLES. MOST RESPONDENTS WOULD PREFER LONGER ISSUES PUBLISHED MORE FREQUENTLY SO THAT INFORMATION (PARTICULARLY JOB POSTINGS) WAS NOT OUTDATED.

MOST WOULD ALSO LIKE TO SEE CASE REPORTS - BOTH CLINICAL AND

COUNSELING, REGULAR DISCUSSION OF SOCIAL, LEGAL AND ETHICAL ISSUES, EXAMINATION OF PROFESSIONAL ROLES AND ORIGINAL RESEARCH. HOWEVER, ONLY ABOUT 10% OF THE MEMBERSHIP HAS EVER CONTRIBUTED A MANUSCRIPT TO PERSPECTIVES, AND THAT PUTS A GREAT BURDEN ON THE VERY ENERGETIC AND CONSCIENTIOUS STAFF OF THE NEWSLETTER TO RECRUIT AND GENERATE COPY. TO DATE, FIVE INDIVIDUALS HAVE APPLIED IN RESPONSE TO PERSPECTIVE'S REQUEST FOR A CASE REPORT EDITOR IN THE LAST ISSUE AND SELECTION OF THIS EDITOR IS IN PROGRESS. I SEE THIS AN IMPORTANT STEP IN THE EVOLUTION OF OUR JOURNAL AND IN THE DEVELOP-MENT OF OUR OWN PROFESSIONAL LITERATURE AND I URGE MEMBERS TO CONTRIBUTE BOTH CASE REPORTS AND OTHER OBSERVATIONS WE MAKE IN OUR DAY-TO-DAY PROVISION OF GENETIC COUNSELING. BY DEMONSTRATING HOW WE BRING OUR COUNSELING AND ADMINISTRATIVE SKILLS AND OBSER-VATIONS TO BEAR IN AMELIORATING THE PROVISION OF GENETIC SERVICES, WE WILL CALL ATTENTION TO THOSE THINGS WE DO THAT DISTINGUISH US FROM OTHER MEMBERS OF THE GENETICS TEAM. ALSO, THE EXERCISE OF ATTEMPTING TO OBSERVE AND DESCRIBE THE PROCESS OF GENETIC COUNSELING IN A FORMAL WAY MAY HELP TO IDENTIFY AREAS IN WHICH WE WOULD BENEFIT FROM ADDITIONAL TRAINING, PERHAPS IN RESEARCH SKILLS OR COUNSELING TECHNIQUES. CERTAINLY THE STAFF OF PERSPECTIVES IS EAGER AND WILLING TO ENCOURAGE AND AID US IN OUR EFFORTS AT PUBLICATION, AS DEBORAH EUNPU AND JOE McInerney SHOWED YESTERDAY IN THEIR VERY USEFUL WORKSHOP.

THE SOCIETY IS FINANCIALLY HEALTHY AND HAS BEEN COMFORTABLY ABLE TO SUPPORT THE ACTIVITIES OF PERSPECTIVES AND OUR VARIOUS STANDING COMMITTEES. TOMORROW, WHEN THE BOD MEETS, ONE OF THE MAJOR ITEMS ON THE AGENDA WILL BE LONG-RANGE FINANCIAL PLANNING TO ASSURE THAT THE SOCIETY'S MONEYS ARE MANAGED IN THE MOST RESPONSIBLE AND ADVANTAGEOUS WAY POSSIBLE.

OBVIOUSLY, FOR THE PAST FOUR YEARS, THE NSGC'S MAJOR ANNUAL PROJECT HAS BEEN THE NATIONAL EDUCATION MEETING. AS PRESIDENT THIS YEAR, I HAVE RECEIVED PERIODIC UPDATES ON THE PROGRESS OF PLANNING FOR THE CONFERENCE FROM HELEN TRAVERS AND I HAVE BEEN SOBERED TO REALIZE, A WHAT STAGGERING AMOUNT OF CORRESPONDENCE, COORDINATION, AND LEG-WORK GOES INTO ASSURING A WORTHWHILE PROGRAM

AND ORCHESTRATING ALL OF THE HOUSEKEEPING AND ENTERTAINMENT ARRANGEMENTS. SHE AND HER COMMITTEE ARE TO BE HEARTILY CONGRATULATED.

As you know, the proceedings of last year's Conference will be published as part of the March of Dimes Original article Series and we are hoping that the MOD may again be interested in publishing this year's papers. I think this is an exciting tribute to the quality these meetings have attained and to the fine tradition that has been established by the initial planners.

Plans are already underway for the 1985 meetings. When the membership was polled by the Education committee, 79% of respondents preferred to hold our national education meeting in conjunction with ASHG rather than the Birth Defects or any other meetings. Most counselors receive funding for only one major meeting per year and felt that, of the two, ASHG was crucial for staying abreast of genetics issues. While March of Dimes might be able to provide a small amount of grant support for one more meeting, their tradition has been to provide a maximum of 5 years' support for any given activity, in the hopes that this would function as "seed" money. Indeed, their grants have done just that - enabling NSGC to develop very professional and useful meetings that have become successful enough to be self-perpetuating. For this we owe the National Foundation - March of Dimes a debt of gratitude.

MYRIAD SUGGESTIONS WERE RECEIVED FOR THEMES FOR FUTURE MEETINGS,
AND AMONG THE MOST FREQUENT WAS THE TOPIC OF CROSS-CULTURAL,
-ETHNIC AND -RELIGIOUS CONSIDERATIONS IN GENETIC COUNSELING. THIS
TOPIC WAS VERY SUCCESSFULLY APPROACHED BY REGION II LAST YEAR AND
SEEMS TO BE A FERTILE AREA FOR FURTHER EXPLORATION. SINCE OUR NEXT
NATIONAL MEETING WILL BE HELD IN CONCERT WITH THE ASGH MEETING IN
SALT LAKE CITY, THE THEME SEEMS EVEN MORE APPROPRIATE. BETH FINE BOLD

TO BEGINNING TO INVESTIGATE RESOURCES - BOTH FINANCIAL AND
EXEMPTIONAL - FOR THIS CONFERENCE, AND I'M SURE WOULD BE HAPPY TO

HEAR FROM ANY MEMBERS WHO WOULD LIKE TO HELP WITH PLANNING. Suite 234

immediately follows

REGIONAL EDUCATION MEETINGS IN REGIONS II, IV AND VI WERE ENORMOUSLY SUCCESSFUL THIS YEAR. REGION II'S MEETING WAS CO-SPONSORED BY NSGC, THE GENETIC COUNSELING ADVISORY COMMITTEE TO THE PRENATAL DIAGNOSIS LABORATORY AND THE DIVISION OF HUMAN GENETICS OF LONG ISLAND - JEWISH-HILLSIDE MEDICAL CENTER. THIS MEETING FOCUSED ON ISSUES IN PRENATAL DIAGNOSIS COUNSELING. REGION IV'S MEETING WAS HELD IN ST. LOUIS IN MARCH AND CONCENTRATED ON COUNSELING THE ADULT AFFECTED BY GENETIC DISEASE. IN REGION VI WE HAD AN IDYLLIC TWO DAYS AT THE ASILOMAR CONFERENCE GROUNDS NEAR MONTEREY EXPLORING A DIVERSE ASSORTMENT OF ISSUES, AND HAVING AMPLE OPPORTUNITY TO COMMUNICATE AMONG OURSELVES. A SMALL FEDERAL GRANT OF SPRANS MONIES HELPED TO ALLEVIATE COSTS TO THE REGISTRANTS. NSGC'S AD HOC COMMITTEE ON CONTINUING EDUCATION UNDER ROSALIE GOLDBERG'S GUIDANCE REVIEWED AND APPROVED THE OBJECTIVES FOR THESE CONFERENCES TO ENSURE THAT CE CRITERIA WERE MET.

THE PROFESSIONAL ISSUES COMMITTEE HAS BEGUN TO EXPLORE
LICENSURE FOR GENETIC COUNSELORS SO THAT IT WILL BE ABLE TO PRESENT
THE PROS AND CONS OF THIS ISSUE TO THE MEMBERSHIP. THEY WILL BE
COMMUNICATING WITH OTHER GROUPS OF PROFESSIONALS TO SEE HOW THEY
HAVE DEALT WITH THIS QUESTION AND WILL ALSO PREPARE A REPORT ON
THE LEGAL, PROFESSIONAL AND LEGISLATIVE CONSIDERATIONS INVOLVED.
HOPEFULLY THEIR FINDINGS WILL BE DESCRIBED IN FUTURE ISSUES OF
PERSPECTIVES SO THAT THE MEMBERSHIP CAN BE SUFFICIENTLY INFORMED
TO EXPRESS AN OPINION ON THE SUBJECT. THE QUESTION OF LIABILITY
INSURANCE HAS AGAIN BEEN TAKEN UP BY THIS COMMITTEE VIS A VIS
COVERAGE THAT HAS BEEN OFFERED BY SEVERAL DIFFERENT AGENTS. I
SUSPECT THAT THIS MAY BECOME AN INCREASINGLY IMPORTANT ISSUE AS
MORE AND MORE COUNSELORS MOVE OUT OF INSTITUTIONAL SETTINGS INTO
THE PRIVATE SECTOR AND FIND THEMSELVES FUNCTIONING WITH GROWING
AUTONOMY.

A THIRD GOAL THAT THE PROFESSIONAL ISSUES COMMITTEE HAS SET FOR ITSELF IS TO INVESTIGATE THE COUNSELING ROLES FILLED BY COUNSELORS FROM DIFFERENT DISCIPLINES. IT SEEMS WORTHWHILE TO DESCRIBE HOW THE INDIVIDUAL WITH A NURSING DEGREE, AN M.S.W. OR A BACKGROUND IN PUBLIC HEALTH UTILIZES HIS OR HER SKILLS TO

CONTRIBUTE TO THE GENETICS TEAM IN WAYS THAT MAY DIFFER FROM OTHER MASTERS LEVEL GENETIC COUNSELORS. JANET WILLIAMS IS IN THE PROCESS OF ARRANGING A SERIES OF PERSPECTIVES ARTICLES BY COUNSELORS FROM VARIOUS DISCIPLINES THAT SHOULD INCREASE OUR APPRECIATION OF EACH OTHERS' TALENTS AND BE USEFUL TO THOSE ENTERING THE PROFESSION AND POTENTIAL EMPLOYERS IN IDENTIFYING INTERESTS, STRENGTHS AND NEEDED SKILLS.

ANOTHER "PROFESSIONAL ISSUE" IS BEING APPROACHED BY YOUR PRESIDENT ELECT, LUBA DJURDJINOVIC. AS YOU KNOW, SOME DISQUIETING DATA EMERGED FROM THE LAST PROFESSIONAL STATUS SURVEY. FOR OPENERS, OVER HALF THE RESPONDENTS HAD BEEN EMPLOYED FOR LESS THAN FOUR YEARS - IMPLYING THAT MORE EXPERIENCED COUNSELORS WERE EITHER NO LONGER IN THE FIELD OR WERE LESS LIKELY TO RESPOND TO QUESTIONNAIRES. MORE DISTRESSING WAS THE FACT THAT ONLY 50% WERE UNAMBIVALENTLY SATISFIED WITH THEIR CURRENT POSITION AND THAT ALMOST AS MANY WERE CONSIDERING LEAVING THE PROFESSION. A NUMBER OF US FELT IT MIGHT BE ILLUMINATING TO INVESTIGATE WHAT HAS HAPPENED TO THOSE WHO HAVE LEFT THE FIELD: WHAT DISSATISFACTIONS OR FURTHER GOALS CAUSED THEM TO LEAVE, WHAT THEY ARE DOING NOW, AND IF THEIR PREVIOUS TRAINING AND WORK EXPERIENCE IS BEING UTILIZED IN THEIR CURRENT SITUATION. LUBA HAS DRAFTED A QUESTIONNAIRE TO EXPLORE THESE ISSUES, AND WE WILL TRY TO IDENTIFY A STUDY POPULATION IN AMOUNT OF THE OWN OWN LAPSED MEMBERS AND WITH THE HELP OF TRAINING PROGRAMS FOR FORCEM.

COOPERATION BETWEEN THE TRAINING PROGRAMS AND THE NSGC HAS all CONTINUED, WITH DIANE BAKER POLLING THE PROGRAMS TO DEVISE A UNIFORM TWO PAGE FACT SHEET ON EACH THAT NSGC CAN DISTRIBUTE IN RESPONSE TO INQUIRIRES. IT WOULD SEEM APPROPRIATE THAT DISTRIBUTION AND UPDATING THE FACT SHEETS WOULD BE AN APPROPRIATE ACTIVITY FOR THE EDUCATION COMMITTEE IN THE FUTURE.

ANALYSIS OF THE INFORMATION WHITEH WAS SHARED AMONG THE VARIOUS TRAINING PROGRAMS AT THE MEETING THAT NSGC CALLED IN OCTOBER INDICATED THAT THERE APPEAR TO BE ENOUGH TRAINING PROGRAM PLACES FOR WELL QUALIFIED APPLICANTS, THAT IN GENERAL THE PROGRAMS HAVE SIMILAR STANDARDS, AND THAT GRADUATES ARE ABLE TO FIND APPROPRIATE EMPLOYMENT OPPORTUNITIES. I HAVE PREPARED A LIST OF NAMES AND

ADDRESSES OF THE VARIOUS PROGRAMS THAT I WILL BE HAPPY TO SEND TO ANY OF YOU WHO ARE FREQUENTLY ASKED FOR THIS INFORMATION and liky

THE SOCIAL ISSUES COMMITTEE HAS BEEN REEVALUATING THE QUESTION OF RELEVANT LEGISLATIVE ACTIVITY AND HAS IDENTIFIED ONE OR TWO AND INDIVIDUALS WHO APPEAR KNOWLEDGEABLE AND ARE EAGER TO HELP ON THIS PROJECT. THE OTHER MAJOR COMMITTEE ACTIVITY HAS BEEN PREPARATION OF THEIR VERY WORTHWHILE WORKSHOP ON THE IMPLEMENTATION OF NEW TECHNOLOGIES.

THE PROJECT THAT WAS BEGUN DURING MY TENURE AS SOCIAL ISSUES CHAIR, THE GENETIC SERVICES SURVEY, HAS FINALLY BEEN COMPLETED AND HAS BEEN SUBMITTED FOR PUBLICATION TO THE AMERICAN JOURNAL OF HUMAN GENETICS. THE PAPER TURNED OUT TO BE QUITE LENGTHY, BUT I AM HOPEFUL THAT IT WILL BE ACCEPTED - AT LEAST IT DIDN'T COME BACK BY RETURN MAIL! AS SOON AS ITS' DISPOSITION IS SETTLED, I'LL PREPARE A MUCH-ABRIDGED VERSION FOR PERSPECTIVES.

ONE OF THE REWARDS OF BEING PRESIDENT OF NSGC HAS BEEN THE OPPORTUNITY TO INTERFACE WITH OTHER SOCIETIES AND INDIVIDUALS ON BEHALF OF GENETIC COUNSELORS. I HAVE RESPONDED TO INQUIRIES FROM NUMEROUS STUDENTS AND CAREER PLANNING OFFICES AND IT IS GRATIFYING TO SEE THAT WE ARE PERCEIVED AS A CHALLENGING AND REWARDING PROFESSION. NSGC HAS ALSO BEEN APPROACHED BY THE NEWLY FORMED GENETICS COMMITTEE OF THE AMERICAN PUBLIC HEALTH ASSOCIATION FOR SUGGESTIONS REGARDING THEIR OBJECTIVES AND GOALS, AS WELL AS FOR IDEAS ABOUT HOW OUR TWO ORGANIZATIONS COULD COOPERATE ON ISSUES OF COMMON CONCERN. THIS IS AN AREA I WILL BE EXPLORING WITH THE BOARD TOMORROW, BUT IT LOOKS AS THOUGH WE MIGHT BE ABLE TO PROVIDE MEANINGFUL INPUT TO THE APHA COMMITTEE AS IT PREPARES A SERIES OF POSITION PAPERS ON ISSUES IN GENETICS.

MY INVOLVEMENT WITH THE AMERICAN BOARD OF MEDICAL GENETICS

(ALTHOUGH I RECOGNIZE THAT THIS IS A DANGEROUS ACTIVITY TO LAY

CLAIM TO THIS CLOSE TO THE CERTIFICATION EXAM) HAS ALSO PROVIDED

AN OPPORTUNITY FOR ME TO DEFEND THE INTERESTS OF GENETIC COUNSELORS
ALBEIT NOT IN AN OFFICIAL NSGC CAPACITY. MICHAEL BEIGLEITER AND

NOW BEVERLY ROLLNICK, AS WELL AS OUR PREDECESSORS AUDREY HEIMLER

AND ANN SMITH HAVE ALSO HAD THE CHANCE TO DO SOME CONSCIOUSNESS

RAISING REGARDING THE COMPETENCIES AND ROLE OF THE GENETIC COUNSELOR ON THE TEAM. ONE OUTGROWTH OF THIS HAS BEEN THE RECOMMENDATION THAT THE GENETIC COUNSELOR BE AN INTEGRAL PART OF ANY FELLOWSHIP PROGRAM THAT SEEKS ACCREDITATION FOR TRAINING PHYSICIANS IN CLINICAL GENETICS. SINCE I HAVE RECENTLY BEEN APPOINTED TO THE ACCREDITATION REVIEW COMMITTEE OF THE ABMG, I WILL HAVE AN OPPORTUNITY TO SEE THAT THIS RECOMMENDATION IS FOLLOWED.

I HOPE YOU CAN SENSE FROM MY DESCRIPTION OF OUR VARIOUS ACTIVITIES THAT NSGC IS MORE ROBUST AND VITAL THAN EVER. IF PARTICULAR ACTIVITIES HAVE INTRIGUED YOU, I URGE YOU TO CONTACT THE COMMITTEE CHAIR OR YOUR REGIONAL REPRESENTATIVE AND GET INVOLVED. ONLY BY CONTINUED INFUSION OF NEW BLOOD AND IDEAS WILL WE REMAIN A STRONG AND EXCITING SOCIETY.

LASTLY, OUR ANNUAL MEMBERSHIP MEETING WILL OCCUR DURING ASHG ON THE EVENING OF NOV. IST, THE EXACT TIME AND LOCATION HAR NOT YET BEEN RESOLVED, BUT WILL BE ANNOUNCED IN THE NEXT ISSUE OF PERSPECTIVES AND WILL BE LISTED ON THE AGENDA IN THE SUMMER MAILING WITH THE MINUTES OF LAST YEAR'S MEETING. I HOPE TO SEE MOST MANY OF YOU THORE