

PERSPECTIVES

in genetic counseling

Volume 23 Number 3

Fall 2001

national society
of genetic
counselors, inc.



*the leading voice, authority and advocate
for the genetic counseling profession*

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NSGC acknowledges Women's Health Care Services of Wichita, Kansas, for a grant to support this newsletter.



Women's Health Care Services, providers of late abortion care for fetal anomalies, George R. Tiller, MD, Medical Director. 800-882-0488.

WHAT DOES HIPAA MEAN TO GENETIC COUNSELORS?

Tracy Field, JD, MS

By now, most health care providers have probably heard or read about the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the privacy regulations that were issued at the end of December 2000. Until recently, the focus has not been on the "accountability" requirements of HIPAA, but today we are faced with implementing enhanced protections for health care information.

Because the law imposes both civil and criminal penalties for violations, counselors should review HIPAA and begin to assess its impact on their practices.

THE PRIVACY RULE

The Privacy Rule is designed to safeguard individually identifiable health information or protected health information (PHI) maintained by healthcare providers that electronically conduct certain financial and administrative transactions. These health providers include hospitals, clinics and other traditional caregivers, known as Covered Entities. The reach of the Privacy Rule is even broader: health care providers that conduct business with Covered Entities may have to implement privacy practices.

The Privacy Rule extends coverage to PHI in any form, including written or oral communications, such that an overall cultural change to adopt sound privacy practices in an institution or practice must occur. Staff must be

educated not to talk about PHI in situations where others can hear the discussions. Medical records cannot be casually left in places where anyone can read the contents. Staff should never share computer passwords.

In addition, Congress was concerned that with the mapping of the human genome, patients' rights to privacy in their health records merited . . . to p. 4



E-MAIL/FAX POLL ONLINE PAYMENT



NSGC is again considering accepting credit cards online. If our budget can assume the administrative costs without undue hardship on our members, this service might begin as early as November, in time for next year's dues. Credit cards would be accepted through an online service, only.

We want to know: If available, would you use online payment for your NSGC services, including dues, conference registration, Job Connection listings, publications, etc?

Reply *by Monday, October 22* to make your view known to our Board.

✉ Angie Trepanier
Fax# 313-577-5218 or
atrepani@genetics.wayne.edu. ♦

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PRESIDENT'S BEAT



Dear Colleagues,

As the summer draws to a close and the temperatures begin to fall, I am struck that for me, the month of September continues to carry a feeling of new beginnings. Despite the fact that it has been more years than I care to admit since I started a new school year, the smell of new books and freshly sharpened pencils lingers. September 2001 marks a new era for NSGC because we will begin a collaboration which will hopefully lead to new opportunities for our members and increased funding for our Society.

As you will learn from the partnering article in the current issue of *Perspectives*, NSGC has agreed to provide our expert opinions, experiences and counsel to a company which seeks to create a new venue for genetic counseling services. In our last strategic plan, the membership listed "expanding roles" as one of the top priorities for our organization, and I hope that this venture will succeed in doing just that:

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The opinions expressed herein are those of the authors and do not necessarily reflect those of the editorial staff or NSGC.

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expanding our patient base, increasing our area of expertise and providing additional career paths and opportunities for our members.

Perhaps the most exciting aspect of this enterprise is that although it is the first of its kind in NSGC history, I sincerely hope it will not be the last. These relationships and the grants associated with them will help to finance our efforts on Capitol Hill, expand our executive office and fund our marketing goals.

Each of these potential relationships will have risk associated with it. NSGC or a subset of its members has historically exerted sole control over its efforts. We edit our publications, our newsletter, our journal. We choose the winners of the Special Projects Fund and the Jane Engelberg Memorial Fellowship. We run our conferences, choose the speakers and orchestrate the schedule. We will no doubt continue to control these activities, but when participating in a partnership, we must agree to share control of the project.

In our professional lives, we discuss risk with our patients, and assist them as they evaluate their circumstances and the risks associated with various decisions. We support their decisions, even when we might personally view the risk to be high or unnecessary. Likewise, we acknowledge the risk of malpractice suits and interact with our "risk management" representatives or hospital counsel when concern is raised regarding threatened or pending litigation. In both of these examples, risk is characterized as a negative condition, a behavior or scenario to be avoided.

As we consider the future of our Society and our profession, I suggest that when we avoid risk altogether, we stunt our growth and limit our potential. Risk need not be negative. We took a risk when we decided to

hold our Annual Education Conference as a stand-alone meeting. We were concerned that registration would go down with our members choosing to attend the ASHG or ACMG meeting instead. While this decision remains a controversial one for some, the attendance at the Savannah meeting and the projected attendance for our 2001 conference speaks to the support the membership continues to give to our annual conference. We gained increased control over our choice of city, and we are in the process of enriching the education components of our conference.

We must envision our future and make calculated decisions to facilitate our continued success. These risks must, of course, be calculated ones, building in safeguards to fall back upon if, in retrospect, we come to regret a particular decision. I am grateful for the considered way in which the Board of Directors approached our first partnering decision and look forward to the next opportunity. September 2001 marks the beginning of this new era in NSGC history, but I am confident this will simply be the first of many such relationships. Our expertise, our standing in the genetics community and our relationship with patients will make NSGC an attractive partner to many a company, agency or organization. ♦

Vivian Weinblatt, MS
President

SAVE A DOLLAR, SAVE A TREE

In an attempt to control costs and save trees, we will not be sending a membership mailing this fall. Instead, minutes of the November 2000 Business Meeting will be posted on our website: www.nsgc.org ♦

OPPORTUNITY KNOCKS

Dawn Allain, MS, Kristin Baker Niendorf, MS & Bea Leopold, MA

Many professional membership societies are recognizing the diminishing pool of resources, both human and financial. One path to help move toward our vision and meet our mission is building collaborative relationships, called "partnerships." A partnership is defined as a mutually agreeable relationship in which both parties benefit. (See "Partner" article, *PGC*, 23:2, p. 1)

FINDING A PARTNER

We can find a partner by either approaching organizations ourselves or fielding inquiries from interested parties. This year, we were contacted

by a company requesting to establish a relationship with us. To begin deliberating, we used our bylaws, Code of Ethics, Board of Directors Officers Conflict of Interest and Disclosure Statement and Business Association Guidelines as a baseline.

This company has offered monetary compensation to NSGC in exchange for our participation in a series of focus groups to explore the potential for a new market for genetic counseling services. In exchange, the Board of Directors, on behalf of the NSGC, promised that we would not collaborate with any of this group's competitors regarding this new market and that we would promise confidentiality

to the company by not disclosing their company's private marketing plans to outside parties. We learned by legal consultation that these are both standard practices. The downside, however, is that the amount of information that can be shared with members is limited at this time.

WEIGHING PROS AND CONS

The Board of Directors has weighed this matter carefully, considering this potential partnership's advantages and disadvantages.

The advantages are obtaining needed, non-dues funds, being a major player in creating expanded roles for genetic counselors, establishing NSGC as an organization that has valuable expertise and positioning ourselves for future marketing endeavors.

The disadvantages include the perception of aligning ourselves with a specific company, alienating members who may feel partnership is not beneficial to our organization or profession and the possibility that consumers and other health-care providers may perceive NSGC as sponsoring specific products.

After a thoughtful discussion, NSGC's Board voted to enter into an agreement to form a focus group with the vision that our organization, our profession and individual members will benefit from expanded roles and opportunities as a result.

We hope to announce more information about this potential partnership at our Fall Business meeting in Washington and in our Winter issue of *Perspectives*. ♦

MEET YOUR BOARD OF DIRECTORS

We are pleased to announce the following elected, appointed and returning members who will serve as your Board, beginning November 5, at the NSGC Business Meeting in Washington, DC.

Officers/Executive Committee (*elected*)

Katherine Schneider, MPH (5)* President
Robin Bennett, MS (4) President-elect
Cindy Soliday, MS (1) Secretary
Teresa Brady, MS (1) Treasurer
Vivian Weinblatt, MS (4) Past President I
Wendy Uhlmann, MS (5) Past President II

Committee Chairs (*appointed*)

Liz Stierman, MS (7) Communications
Kelly Ormond, MS (0) Education
Whitney Neufeld-Kaiser, MS (0) Finance
Kristin Niendorf, MS (3) Genetic Services
Nisha Isaac, MS (1) Membership
Kristin Shannon, MS (0) Professional Issues
Karen Eanet, MS (2) Social Issues
Janice Berliner, MS (5) Editor, *Perspectives*

Regional Representatives (*elected*)

Barbara Lerner, MS (0) Region I
Julie Rutberg, MS (1) Region II
Karen Potter, MS (0) Region III
Dawn Allain, MS (1) Region IV
Patti Furman, MS (0) Region V
Heather Brown, MS (1) Region VI

**(n) represents previous years served on Board before this term*

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HIPAA AND THE PRIVACY RULE *from p. 1*

strong legal protections. HIPAA requires providers to adopt a comprehensive system of technical and administrative safeguards to protect information from both internal and external privacy threats. Providers are expected to comply with the law by April '03.

What constitutes protected health information under the Privacy Rule?

Protected health information (PHI) is individually identifiable material that relates to the following: the past, present or future physical or mental health of an individual; the past, present or future provision of healthcare to an individual; or the past, present or future payment for an individual's healthcare. In addition, there are special restrictions regarding the use and disclosure of psychotherapy notes.

What are the requirements regarding a covered entity's use or disclosure of Protected Health Information?

The Privacy Rule distinguishes between a Covered Entity's use and disclosure of protected health information for treatment, payment and healthcare operations and the use and disclosure of such information for other purposes. As a general rule, for a Covered Entity to use or disclose protected health information for these purposes, a healthcare provider must obtain consent.

Where PHI will be used or disclosed for purposes other than treatment, payment or healthcare operations (e.g., for research purposes), a separate written authorization is required.

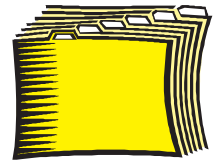
What requirements are placed on the use of PHI in research?

There are special provisions in the Privacy Rule regarding the use of PHI for research, regardless of whether a study is privately or publicly funded. The use of PHI in research, without the consent of each individual

participant, may be permissible but only upon the approval of an institutional review board (IRB) or a special privacy board. Of note, if the research involves treatment of the individual (e.g., a clinical trial), then special authorizations are required. The Privacy Rule does provide for certain restricted access relating to reviews in preparation for research to facilitate feasibility assessments of protocols.

The Privacy Rule provides incentives for Covered Entities to create and use "de-identified" information, from which all identifiable markers have been removed, that is not subject to the rule. Thus, in planning your next research project – including chart

reviews for epidemiological studies – you might consider using only de-identified information.



What kind of access to their own PHI are individuals granted?

With limited exceptions, individuals have the right to inspect and copy their own PHI, including documentation concerning who else has accessed their records. Individuals also have the right to request amendments to or corrections of incomplete or incorrect information.

What are the penalties for violating the Privacy Rule?

HIPAA provides for both civil and criminal penalties for failure to comply with the law. Sanctions include civil fines of up to \$25,000 for multiple violations of the same standard in the same year and fines of up to \$250,000 and 10 years imprisonment for the knowing misuse of protected health information. HHS has delegated enforcement authority for the Privacy Rule to the Office of Civil Rights. ❖

IN MEMORIAL

We are sad to announce the recent loss of our colleague Lorna Margaret Phelps. Lorna, a graduate of the University of Wisconsin-Madison Genetic Counseling Training Program ('82), was a genetic counselor for almost 20 years. She was employed as a genetic counselor at Children's Hospital of Buffalo from 1982-1992. In 1992, Lorna joined the faculty of the Department of Human Genetics at Medical College of Virginia, Virginia Commonwealth University (MCV/VCU), in Richmond, as a genetic counselor and coordinator for the genetic counseling training program. In addition to her clinical and teaching responsibilities, Lorna devoted much of her time to training genetic counseling students and was influential in the professional development of many trainees.

She was a professional and dedicated genetic counselor. Her colleagues, friends and family will dearly miss her.

— Submitted by Lauren Nicely, MS

RESEARCH NETWORK

DGAP RESEARCH SUBJECTS

Researchers affiliated with Harvard Medical School are interested in identifying genes involved in human development that are disrupted or dysregulated by chromosomal rearrangements. This effort is being called DGAP (Developmental

Genome Anatomy Project).

We are collecting blood or cultured cells (such as amniotic fluid cells or fibroblasts) from individuals who have both balanced chromosomal rearrangements (reciprocal translocations or inversions) and congenital abnormalities.

To be eligible, individuals must

have a *de novo* balanced reciprocal translocation or inversion *and* at least one major malformation, *or* a familial, balanced reciprocal translocation/ inversion that segregates with the malformation(s). In addition to submitting a blood or tissue sample, we request that a clinical questionnaire be completed.



Media WATCH



Angela Geist, MS and Roxanne Ruzicka, MS

ABCNews.com — “Genes on a Chip” described “gene chip” technology (the ability to put an individual’s entire DNA sequence on a microchip) and the potential to use DNA information in diagnosing and treating disease. NSGC President Vivian Weinblatt is quoted questioning whether the public will be interested in this technology since some people do not want to know if they are single gene carriers, much less the sequence of their entire genomes.

Baltimore Sun (6/3) — “Exceptional Senior Soars in Baltimore County” described the accomplishments and challenges of a high school student with Down syndrome who earned a full diploma in the state of Maryland.

Reno News and Review (6/14) — Robbin Palmer was profiled in an article. She described genetic counseling and the under-utilization of genetic services.

The New York Times (7/19) — “Mastectomy May Aid Those With Gene” summarized the findings of the *New England Journal of Medicine* study which suggests that carriers of BRCA1 and BRCA2 may benefit from a prophylactic bilateral mastectomy. These findings support earlier studies which report that prophylactic bilateral mastectomy is at least 90% effective in preventing breast cancer in women with a BRCA gene.

Philadelphia Inquirer (7/23) — In “A Lesson for Teachers?” Brenda Finucane, the only school-based genetic counselor in the country, discussed her work at Elwyn, Inc. She explained that there is growing evidence that knowing an individual’s diagnosis is important in determining the person’s best learning style.

Newsweek, (9/10) — Discusses the roles genetics and family history play in determining risks for illness and what can be done about those risks. Genetic counselors are inferred to be the ones who help interpret both family trees and test results. The article, which quoted NSGC President Vivian Weinblatt, stated that awareness of inherited disease should lead to more frequent testing and earlier treatment and that certain familial conditions may alter people’s lifestyle choices.

The Wall Street Journal (8/31) — “Testing for Cancer Genes Allows for Earlier Detection” reviews testing for cancer genes and discusses early detection and preventive treatments. The article states “because there are so many variables affecting genetic risk, it’s best to start with a genetic counselor ... genetic counselors take an extensive family history, often identifying patterns that aren’t obvious to patients or even to their doctors.” It is a very positive look at the role of genetic counselors in clinical cancer genetics. NSGC President-elect Kathy Schneider as well as Jill Stopfer were quoted. ♦

✉ Heather Ferguson, MS
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MYOPIA STUDY

A team of researchers at The Children’s Hospital of Philadelphia are seeking families for a genetic linkage study on high myopia (nearsightedness). The NIH grant will identify genes that cause myopia, present in 25% of the U.S. adult population with frequencies as high as 80% in certain ethnic populations. High myopia predisposes individuals to blinding disorders such as retinal detachments, glaucoma, macular degeneration and premature cataracts.

To be eligible, families must have:

- onset before 12 years of age and myopia of less than 6.00 diopters in all affected individuals
- multiple generations affected
- no ocular disease predisposing myopia
- no known genetic disease associated with myopia.

Families will be asked to provide clinical information, family history and blood samples. Participation is free and travel to Philadelphia is not required.

✉ Karen L. Russell, MS
©215-590-2920/9951;
russellk@email.chop.edu ♦

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WEBSITE REVIEW

Kathleen Fergus, MS

Amnionet.com provides information about prenatal testing — amnio and ultrasound in particular — and contains over 20 pages of information covering such topics as chromosomes, risks of amniocentesis, miscarriage and nuchal edema. While the site contains some good information, it is ultimately undermined by informational inconsistencies and design flaws.

This site is designed and authored by an amniocentesis practitioner who professes to be a well-published expert in ultrasound. While there are no links, dates or references to back up these statements, a quick search in Pubmed reveals 84 articles by the author in respected journals. He may be an expert, but some of his website's assertions are distressing. He is clearly biased toward early amnio, which his practice provides and his website sells. That might not be a conflict, but he goes too far when he states that one of the advantages to early amnio is that an early diagnosis of Down syndrome might enable a cure. An email querying him on this claim resulted in an unsatisfactory response about an as-yet unpublished discovery that he cannot discuss further.

While I have true misgivings, there are some things that I liked about this site. The use of sound files to hear a recording of a fetal heartbeat was fascinating and some of the ultrasound images are truly amazing. However, these niceties do not in anyway make up for biased, inappropriate and incorrect information contained in this site. Overall, I would never refer patients to it. If they did happen upon it, I would anticipate spending a lot of time correcting misinformation!

✉ amnionet.com

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RAISING THE BAR ON ABSTRACTS

Cheryl Dickerson, MS & Cathy Wicklund, MS
2002 Abstract Committee Co-chairs

In an attempt to improve the quality of research and poster presentations at our Annual Education Conferences (AEC), the AEC Subcommittee, which oversees our conference, has recommended a change in the structure of our abstract review.

Beginning in 2002, the Abstract Committee will consist of 18 Full or Associate NSGC members who have expertise in a variety of specialties such as prenatal, pediatrics, adult, cancer, research and public health. These members will also have experience in research, publication and/or editing. Members of the committee will serve for a period of two to four years, and it will be mandatory for the selected committee members to attend a training session. In the future, additional training sessions may also be scheduled at the American Society of Human Genetics meeting to recruit as many interested applicants as possible.

Applicants are required to submit a CV and a one-page cover letter addressing the following three points:

- Describe your understanding of the important components of a well-written abstract
- State how you believe your areas of expertise/interest would benefit the committee, and
- Indicate three of the following topics you would feel competent reviewing, in order from most to least preferred: prenatal, pediatric, adult, cancer (pediatric/adult), professional/educational issues and counseling/psychosocial issues.

Candidates will be notified of their acceptance status by Monday, October 15. Please note that to be a member of this committee you must have access to email and you must be present at this year's Annual Education Conference in Washington DC to participate in a training seminar to be held on Monday, November 5 at 12:15-1:45 p.m. The training seminar is designed to inform committee members about new abstract acceptance guidelines.

Please email or fax a copy of your CV to Cheryl Dickerson, MS, by Friday, September 28. If you intend to fax your information, please call to confirm.

✉ Cheryl Dickerson — Carolinas Medical Center, Women's Institute,
PO Box 32861, Charlotte NC 28232; ☎704-355-7916; Fax: 704-355-2041; Cheryl.Dickerson@carolinashealthcare.org

✉ Cathy Wicklund — Department of OB/GYN, 6410 Fannin, Suite 350,
Houston TX 77025; ☎713-704-5110; Fax: 713-704-5174;
Catherine.A.Wicklund@uth.tmc.edu ♦



'01 CONFERENCE UPDATE

November 4 - 7 (Registration begins Nov 3)

Current Advances — Anticipating Change

RESOURCE ROOM Visit our Resource Room from Saturday, November 3 at 4:00pm through Tuesday, November 6 at 4:30pm.

DISPLAYS: Job & Message Board • Licensure • SIGs • Committees • Genetic Counselors in the News • Regional News • Student Thesis Surveys • Research Study Information • Educational Resources • Legislative-related Literature

SPEAKERS: Visit with speakers after their talks.

SLIDE SWAP: Bring a PC disk to copy your favorite slides. Slide swap hours will be posted.

LUNCHES This year, the hotel will offer a Market Cart for registrants wanting to grab a quick, reasonable lunch to munch during committee and SIG meetings on both Monday and Tuesday. A la carte items will be available at reasonable prices. Extra items will be available for registrants who want to purchase items to take with them to the many nearby sites and parks.

THINGS TO DO IN DC *Fifty free attractions* are located *within walking distance* from the Hyatt Regency on Capitol Hill. Choose from tours and strolls to places as diverse as:

- Folger Shakespeare Library
 - Columbus Memorial Fountain
 - The U.S. Supreme Court
 - National Postal Museum
 - Library of Congress
 - Hirshhorn Museum
 - The Capitol Grotto
 - Botanic Garden
 - Peace Monument
 - National Air and Space Museum
 - African Art Museum
 - Washington Monument
 - Freer Gallery of Art
 - Sackler Gallery of Art
 - Sculpture Garden
 - Pershing Park
 - Ford's Theater
 - National Museum of American Art
 - The Ellipse
 - National Archive
- ...and of course, the White House!

SHORT COURSE **November 7 - 8 (Registration begins at noon, Nov 7)**
Counseling and Management of Metabolic Disorders

Due to unprecedented registration and hotel space limitations, onsite registration cannot be guaranteed. Be sure to register in advance to ensure a seat! We will post a notice on the general and student listservs if we must close registration. Don't be closed out. Register in advance! ♦

CRAM FOR THE EXAM

Two 2002 University of Pittsburgh and NSGC Board Review Courses will be held the following weekends:

- May 31 — June 2 at the BWI Airport Marriott, Baltimore MD (just 5 minutes from the Baltimore airport with free shuttle service)
- June 21 — 23 at the Crowne Plaza, Foster City CA (just 10 minutes from the San Francisco airport with free shuttle service)

LEARN FROM THE EXPERTS!

Our esteemed faculty (~ indicates "back by popular demand!" and highest review ratings from previous Review Courses) includes:

- Carolyn Bay, MS, MD, CGC • Mitochondrial Genetics and Related Disorders
- ~Elizabeth Gettig, MS, CGC • Genetic Counseling, Ethics and Electronic Test Taking
- ~Robin Grubs, MS, CGC • Practice Test Coordinator
- ~Bryan Hall, MD • Malformations and Dysmorphology and Selected Genetic Disorders
- ~Eric Hoffman, PhD • Molecular Genetics
- ~W. Allen Hogge, MD • Prenatal Clinical Genetics & Screening
- ~Mark Korson, MD • Biochemical Genetics
- ~John J. Mulvihill, MD • Cancer Genetics and Selected Genetic Disorders
- ~Kathleen Rao, PhD • Molecular Cytogenetics
- ~Lisa Steinberg, MS, CGC • Quantitative Genetics
- ~Jill Stopfer, MS, CGC • Cancer Genetics
- Jianfeng Xu, PhD • Quantitative Genetics ♦

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NSGC REPRESENTED AT 21st CENTURY WORKFORCE SUMMIT

Jennifer M. Farmer, MS

Elaine Chao, U.S. Secretary of Labor, has created the Office of the 21st Century Workforce to advise on labor issues, ensure fair treatment from employers and

identify ways for all individuals to achieve higher skills and training. A Summit and Job Fair was held in Washington DC in June. I was honored to represent NSGC in my role as Professional Issues Chair.

The purpose of the Summit was to bring together leaders from business, labor, academia and government to identify and discuss changes affecting the workforce and our economy.

In addition to a distinguished array of speakers, there were panel discussion, which included individuals from a variety of disciplines addressing issues raised by a diverse group representing the workforce.

Secretary Chao began, "America needs a wake-up call about its workforce." She then identified three main issues facing our workforce:

- Skills Gap — increasing demand for highly skilled labor
- Demographic Destiny — increasing age of our population will lead to a labor shortage
- Future of America's Workplace — meeting workforce needs.

Another major focus was workforce issues for individuals with disabilities. The final report of the Presidential Task Force on Employment of Adults with Disabilities will be submitted to the President next summer.

This task force's mandate is to evaluate existing Federal programs available to individuals with

disabilities and make recommendations for how to remove barriers to employment opportunities.

The President discussed the importance of the New

Freedom Initiative that focuses on removing barriers for individuals with disabilities through the use of assistive technologies. There are practical and informative programs sponsored by the government and private industry for individuals with disabilities who are seeking employment. A recommended starting place is the Department of Labor.

Within the genetic counseling profession, I believe we can relate to the workforce issues identified during the Summit. As genomic medicine expands, the demand for genetic services is going to increase. We have begun to identify issues of demographics that need to be addressed, as well as training and the skills gap. ♦

REFERENCES

- ☞ New Freedom Initiative
www.dol.gov/dol/odep
- ☞ Department of Labor website —
www.dol.gov or
www.usworkforce.org/onestop
- ☞ President Bush's speech
www.whitehouse.gov/news/releases/2001/06/20010620-1.html
- ☞ Secretary Elaine Chao's speech
www.dol.gov/_sec/media/speeches/010620_summit.html

CONFERENCE SPEAKERS

- Elaine L. Chao, U.S. Secretary of Labor and Conference Chair
- George W. Bush, President of the United States of America
- J.W. Marriott, Jr., Chairman and CEO, Marriott Int'l, Inc.
- Jeff Taylor, CEO and Founder, Monster.com
- Steve Ballmer, CEO, Microsoft Corporation
- Donald Evans, Secretary, U.S. Department of Commerce
- Jane Swift, Governor of Massachusetts
- Marc Racicot, Former Governor of Montana
- H. Lee Scott, President and CEO, Wal-Mart Stores, Inc.
- Jeffrey Bleustein, Chairman and CEO, Harley-Davidson, Inc.
- John J. Sweeney, President, American Federation of Labor and Congress of Industrial Organizations
- John Wilhelm, President, Hotel Employees and Restaurant Employees Int'l Union
- Rod Paige, Secretary, U.S. Department of Education
- Wintley Phipps, President and CEO, U.S. Dream Academy

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COMMITTEE & SIG UPDATES

LEGAL ISSUES SIG

NEW *PGC* COLUMN TO FOCUS ON LEGAL ISSUES

Sandra B. Factor, JD, MS

Beginning with this issue, the Legal Issues Special Interest Group (SIG) inaugurates a column of articles of legal significance to our general membership. In this issue, Tracy Field has prepared a summary of the new HIPPA regulations which deal with medical privacy. (See page 1)

The practice of Health Law is growing. Lawyers are not required by their State Bar Examiners to have specialty training. In fact, legal training at most law schools is broad and designed to prepare generalists. Thus, students may elect courses in many areas, and most take a broad legal education. Some law schools offer certificate programs in which students complete several interrelated courses designed to give in-depth knowledge of a particular area of legal practice, and some law schools now offer Health Law Certificates.

In general, a Health Law practice can include one or more of the following specialty areas:

- Access to Health Care — insurance reimbursement issues
- Corporate Practice — commercial and business issues, employment, fraud and abuse and anti-trust
- Hospital Practice — medical malpractice liability, staff privileges, institutional growth, mergers and central planning and regulatory compliance
- Regulation of Health Care Personnel — licensure, public oversight of physicians and credentialing
- Medical Malpractice
- Legal Advocacy — oversight of the legislative process, lobbying, public relations and consumer education.

Although this list is not exhaustive, it indicates the possible breadth of Health Law Practice.

As the new co-chairs of the SIG, Tracy and I encourage members to contact us with legal questions of interest to the general genetic counseling community. Please keep in mind that we cannot offer specific legal representation regarding a matter under litigation or governmental investigation.

✉ Sandy Factor engravitas@aol.com or Tracy Field tracy.field@agg.com ❖

CANCER SIG

CANCER GENETICS STARTER PACK NOW AVAILABLE

Susan Manley, MS & Jill (Brensinger) Trimboth, MS, SIG Co-Chairs

The Cancer Genetic Counseling Starter Packet is now available on the NSGC website. It is a compilation of material provided by NSGC's Cancer SIG membership.

Materials and resources have been gathered over many years from various centers with different focuses and orientations. This packet is meant to serve as a general resource in developing a clinical cancer genetics service. It is neither intended to provide everything needed to create a clinical service nor to serve as an example of how things "should" be done. Rather, it is a resource of useful reference materials and issues to be considered in providing cancer genetic services. Additional reading, investigation and work within one's own institution will be necessary to develop a cancer genetics program.

A special thanks to the committee for compiling this resource.

✉ www.nsgc.org, then access the Member's Corner, then <<Tools for your Practice>>. ❖

MEMBERSHIP

HELP NSGC GROW!

Julie Rutberg, MS

While our membership is rapidly approaching the 2000 mark, only a small percentage (5%) is made up of associate members. Nurses, doctors, ultrasonographers, psychologists, nutritionists and social workers can join NSGC as associate members.

In a survey conducted last Spring, our associate members indicated that the member benefits they valued most were *Perspectives* and our *Journal*. These are the same resources that Full members value and rely upon for up-to-date information about the field of genetic counseling. Associate members are entitled to all benefits of Full membership with the exceptions of voting, serving on the Board or chairing committees.

EXTEND AN INVITATION

Do the health care professionals you work with know that we would welcome their membership? By inviting your colleagues to join NSGC, we can share our knowledge and resources, increase the numbers of associate members and enrich NSGC with other opinions and experiences.

New applicants for associate membership will be required to complete a 3-page membership form, which can be found in the back of your Membership Directory. Or, request a new associate Member packet, which includes the forms as well as a sample copy of *Perspectives* and/or the *Journal* from the Executive Office. The current cost is \$130, which includes the \$15 application fee and \$115 for annual dues.

✉ Beth Lemmon, MS

©410-955-3091; lemmon@jhmi.edu ❖

Perspectives in Genetic Counseling
23:3 — Fall 2001

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■ **DUARTE CA:** Immediate opening for Cancer Genetics Fellowship. BC/BE and seeking career focus in cancer genetics rsrch req, as well as completion of 1-yr prog of didactic trng in oncology, genetics, epidem & rsrch methodology, mentored clin trng & rsrch proj. A specialty program Certificate will be awarded upon completion of the program.

✉ Ltr & CV to: Kathleen Blazer, MS, City of Hope National Medical Ctr, Dept Clinical Cancer Genetics, 1500 E. Duarte Rd, Duarte CA 91010; ☎626-256-8662; Fax: 626-930-5495; kblazer@coh.org; www.cityofhope.org/ccgp. EOE/AA

■ **(GREATER) LOS ANGELES CA:** Immediate openings for 2 BC/BE Genetics Counselors. Span pref. Join large, growing GC team. Work i'pendently at multiple perinatal offices w/ supt of geneticists & colleagues. Opptys for prof growth: clin rsrch, pub, comm educ, business, mngmt & mktg.

✉ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **MODESTO CA:** Immediate opening for BC/BE Genetic Counselor. Oppty to work in a diverse perinatology prac. Work i'pendently & from home w/ supt from colleagues & med geneticists throughout CA. Opptys for prof growth, clin rsrch, pub, comm educ, business, mngmt & mktg.

✉ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **OAKLAND CA:** Winter opening for BC/BE Genetic Counselor. FT temp through 5/31. Span a plus, not req. Join 5 GCs & 3 geneticists: wide range GC svcs at estab peds & PNDx genetics prog. Diverse pt population. Possibility 2nd temp position Winter '02.

✉ Liane Abrams, MS or Cheri Loustalet, MS, Children's Hospital Oakland, Medical Genetics, 747 52nd St, Oakland CA 94609; ☎510-428-3550.

■ **ORANGE CA:** Immediate opening for BC/BE Genetic Counselor. Computer skills pref. Join c'hensive PNDx Ctr: amnio, CVS, AFP & terat GC plus wide variety of subspecialty & molec genetics clins.

✉ Khalil N. Zadeh, PhD, Genetics Center, 211 S. Main St Ste E, Orange CA 92868; ☎714-288-8520; Fax: 714-288-8525; www.geneticscenter.com. EOE/AA

■ **PASADENA CA:** Immediate openings for BC/BE Genetic Counselors in Walnut Creek CA (1), Pasadena CA (1) & Coral Springs FL (1). GC & computer exp pref. Knowledge of human genetics, principles in crisis i'vention & i'viewing tech req. Orange Co position req fluency in Vietnamese. Add'l consid to cand w/ Span as 2nd lang. FL position req Span fluency, pref as 1st lang. All req fluency in Eng at business level. Independent work style pref. Provide GC svcs in state approved PNDx ctrs: AMA, MSM scrng, fam hx, terat & U/S abnorm. Relocation expenses avail.

✉ CV, brief ltr & 2 ltrs rec: Human Resources Dept, Alfigen-The Genetics Institute, 43 W. Del Mar Blvd Pasadena CA 91105; Fax: 626-568-9643; HR@alfigen.com. EOE/AA

■ **SAN JOSE CA:** Immediate opening for BC/BE Genetic Counselor. Bilingual Eng/Span lang skills pref. Abil to work independently. Provide PN &

preconcept GC svcs to diverse pt population w/ complex & challenging cases: AMA, expand AFP scrng, fam hx, terat, U/S abnorm & infertility.

✉ Ltr & CV to: Diane Marbourg, Genzyme Genetics, 2000 Vivigen Way, Santa Fe NM 87505; Fax: 505-438-2277; diane.marbourg@genzyme.com. EOE/AA

■ **WALNUT CREEK CA** (See Pasadena CA)

■ **DENVER CO:** Immediate opening for BC/BE Genetic Counselor. PNDx exp strongly pref; Span a plus. Join busy private PNDx ctr w/ cyto lab onsite. Work w/ 1 OB/Geneticist and 3 GCs in all aspects of PNDx, incl student s'vision and supt grp facilitation.

✉ Kathleen O'Connor, MPS, Reproductive Genetics Ctr, 455 S Hudson St. Level 3, Denver CO 80246; ☎800-399-5577; Fax: 303-399-9160. EOE/AA.

■ **DANBURY CT:** Fall opening for BC/BE Genetic Counselor. Abil to work w/ diverse population, incl both pts and MDs, xcellent oral & written commun skills req. Span helpful, not req. Exciting oppty to build new program.

✉ Mary Dunkle, Administrator, NORD, Box 8923, New Fairfield CT 06812; ☎203-746-6518; mdunkle@rarediseases.org. EOE/AA

■ **WASHINGTON DC:** Immediate opening for BC/BE Genetic Counselor. Exp in GC, bioethics, healthcare & public policy, advocacy groups & consumer resources. Excellent commun/writing skills; MAC, FileMaker Pro exp req. Bilingual (Span) desired. Join expndg nonprofit genetics coalition of consumers and prof: verbal/written responses to helpline health requests, develop resources, write articles, maintain database and website content, track policy issues. Salary mid-\$30s.

✉ Send ltr, writing sample & resume: J. Lewis, MS, Director, Information Resource Center, Genetic Alliance, 4301 Connecticut Ave, NW, #404, Washington DC 20008-2304; Fax: 202-966-8553; jlewis@geneticalliance.org. No calls please. EOE/AA

■ **CORAL SPRINGS FL** (See Pasadena CA)

■ **MIAMI FL:** Immediate opening for 50% BC/BE Genetic Counselor. Span spkg highly pref. Join team of GCs & med geneticists. Work i'pendently to mng & maintain top quality genetic svcs for S. Florida area clients (prim Miami). Opptys for prof growth: clin rsrch, pub, comm educ, business, mngmt & mktg.

✉ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **ATLANTA GA:** Immediate opening for BC/BE Genetic Counselor. Join team of GCs & med geneticists. Work i'pendently & from home w/ supt from colleagues & med geneticists in Atlanta area. Opptys for prof growth: clin rsrch, pub, comm educ, business, mngmt & mktg.

✉ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **CHICAGO IL:** Immediate opening for BC/BE Genetic Counselor. Exp pref. Masters from accredited GC prog, strong skills in org, data collect & independent functioning req. Provide full range of PN GC services to health prof & pts; partic/tchg in GC trng prog; clin rsrch in Section of Reprod Genetics.

✉ Lr and CV: Kelly Ormond, MS, Reproductive Genetic, Northwestern University, 333 E. Superior #1502, Chicago IL 60611; ☎312-908-1843; Fax: 312-926-3553; kormond@nmh.org. EOE/AA

■ **IOWA CITY IA:** Immediate opening for Program Associate I. Master's in nursing, public health, human genetics, GC or related field req. BSN & state license or BC/BE in genetic counseling desired. Provide genetic eval & GC svcs to pts in Regl Genetic Consult Svc; conduct clin, educ, admin, liaison and rsrch activ.

✉ Janine McBride-Rahn, Attn. #64, University of Iowa, Dept of Pediatrics, 200 Hawkins Dr, Iowa City IA 52242-1083. EOE/AA

■ **IOWA CITY IA:** Immediate opening for BC/BE Genetic Counselor (Program Associate I). MS in human genetics, GC or related field or equiv combination of educ and exp & state residency req. Admin, s'visory & prog exp & exp in public speaking, tech writing and/or tchg all desirable. Abil to work i'pendently in decision making, mngmt issues & prob solving also desirable. Provides GC for Statewide Serum Screening Prog, U/S abnorm & PNDx. Large component of job incl estab statewide CF scrng prog. Partic in progs w/ natl renowned ped genetics & repro endocrin divisions & other depts.

✉ Resume and ltr w/ phone: Jerome Yankowitz, MD, Director, Dept OB/GYN, Div Maternal-Fetal Medicine, University of Iowa Hospitals and Clinics, 200 Hawkins Drive, Iowa City IA 52242-1080; ☎319-356-2574; Fax: 319-353-6759; jerome-yankowitz@uiowa.edu. EOE/AA.

■ **NEW ORLEANS LA:** Immediate opening for BC/BE Genetic Counselor. Assist w/ in-pt consults & out-pt clin.

✉ CV & 3 ltrs ref by Oct 31: Kelly Jackson, MS, Hayward Genetics Ctr, Tulane University Health Sciences Ctr, 1430 Tulane Ave, Box SL#31, New Orleans LA 70112; ☎504-588-5229; Fax: 504-584-1763; kejt4@tulane.edu. EOE/AA.

■ **BOSTON MA:** Immediate opening for BC/BE Genetic Counselor. Partic in clin-molec genetic rsrch on neuromuscular disease. Coord pt ascertainment, enrollment & specimen acquisition for molec genetic studies on congenital myopathy and muscular dystrophy; attend weekly neuromuscular clin; some travel to recruit subjects.

✉ CV and 2 or 3 ref: Dr. Alan Beggs & Dr. Louis Kunkel, Children's Hospital Boston, Genetics Division, 300 Longwood Ave, Boston MA 02115; ☎617-355-7574; beggs@rascal.med.harvard.edu. EOE/AA

■ **BOSTON MA:** Immediate opening for Genetic Associate. MS in GC or related field; exp pref, not req. Busy molec DNA dx prog, PNDx prog, involv in MSAFP prog; rsrch oppty avail. PN GC in high-risk OB & partic in med genetics clins.

✉ Aubrey Milunsky, MD, DSc, Boston University School of Medicine, Center for Human Genetics, 700 Albany Street, Rm W-408, Boston MA 02118; Fax: 617-638-7092; amilunsk@bu.edu. EOE/AA

■ **BOSTON MA:** Immediate opening for BC/BE Genetic Counselor/Research Coordinator. Exp pref, not req. Strong org skills & abil to work i'pendently req. Famil w/ computer databases a plus. Coord activ w/ rschrs in molec neurogenetics unit: fam ascertainment, informed consent, IRB approval, pt enroll, specimen collect & data storage.

✉ Dagmar Tapon, Massachusetts General Hospital, Molecular Neurogenetics Unit, Bldg 149, 13th St, Charlestown MA 02129; tapond@helix.mgh.harvard.edu. EOE/AA

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■ **ROCKVILLE MD:** Immediate opening for BC/BE Genetic Counselor. GC needed as a member of rsrch team to ID genetic, clin & environ factors assoc w/ cancer in families and other populations: educ & GC to study partic & contrib to design and mngmt of study protocols for 5-yr NCI contract..

☞ Resume & ltr: Job Code GC/HS/1434 Attn Resume System, WESTAT, 1650 Rsrch Blvd, Rockville MD 20850-3195; Fax: 888-201-1452; hr@westat.com; www.westat.com. EOE/AA

■ **DETROIT MI:** Immediate opening for BC/BE Genetic Counselor. 2 yrs exp pref. Join large, active, multidisc genetics team to build growing cancer genetics prog. Provide risk assessment & GC for variety of hereditary cancer syndromes; act as liaison for referring MDs. Focus on cancer genetics, w/ partic in peds, PN & adult genetics in Comprehensive Genetics Dept. Educ, rsrch & pub oppty. Cyto, MSAFP, molec labs onsite.

☞ Amy Decker, MS, Henry Ford Hospital, Dept Med Genetics-CFP-4, 2799 W. Grand Blvd, Detroit MI 48202; ☎313-916-3188; Fax: 313-916-1730; adecker1@hfhs.org. EOE/AA

■ **KANSAS CITY MO:** Immediate opening for BC/BE Genetic Counselor. Join growing clin prog in tertiary care ped facility w/ 3 GCs & 2 MDs. On-site cyto, biochem & molec labs. Wide variety of clin exp: genrl ped genetics, dysmorph, metab disorders, hemophilia, CL/P, hemoglobinopathies, NTD, PNDx. 3 off-site PN clins & 2 regl outrch clins. Oppty to partic in prof & commun educ.

☞ Michael Begleiter, MS, The Children's Mercy Hospitals and Clinics, Section Medical Genetics and Molecular Medicine, 2401 Gillham Rd, Kansas City MO 64108; ☎816-234-3290; Fax: 816-346-1378; mbegleiter@cmh.edu. EOE/AA

■ **OMAHA NE:** Immediate opening for BC/BE Genetic Counselor. Join exp & progressive team of 7 GCs and 5 MDs in acad setting based in thriving multidisc institute. Diverse clin respon: genrl genetics, PN, satellite & spec clins. Opptys in specialty projects, tchg & rsrch.

☞ Beth Conover, MS or Dr. G. Bradley Schaefer, Munroe-Meyer Institute for Genetics and Rehabilitation, 985440 Nebraska Medical Ctr, Omaha NE 68198-5440; ☎800-656-3937; bconover@unmc.edu. EOE/AA

■ **LEBANON NH:** Immediate opening for Prenatal Genetic Counselor. PT w/ strong poss for FT. Exp pref. Abil to work i'pendently, excellent org, clin & commun skills. Join busy PNDx team of 2 GCs & 3 MFM physicians.

☞ CV & ltr: Human Resources, Attn: Dorothy Williams, Dartmouth Hitchcock Medical Ctr, One Medical Ctr Dr, Lebanon NH 03756; Fax: 603-650-8919; dorothy.williams@hitchcock.org. EOE/AA

■ **NEWARK NJ:** Immediate opening for BC/BE Genetic Counselor. Span, self motiv & abil to work i'pendently req. Good computer skills desired. Join c'hensive, univ-based genetic ctr w/ 3 MDs, 5 PhDs, 7 GCs. Range of GC & oppty for clin rsrch and tchg.

☞ Lorraine Suslak, MS, UMDNJ-NJ Medical School, Ctr for Human and Molecular Genetics 90 Bergen St, Ste. 5400, Newark NJ 07103; ☎973-972-3311; Fax: 973-972-3310; suslaklo@umdnj.edu. EOE/AA

■ **NEW YORK METRO AREA NY:** Immediate opening for BC/BE Genetic Counselor. Exp & Span pref. Position is combined temp and permanent assignment working 4-5 days/week. Provide GC for variety of PN & preconcep indications in 5 NY boroughs. Oppty to work i'pendently w/ a diverse pt population w/ complex and challenging cases.

☞ Queries: Yael Furman, ☎212-434-6595. CV & ltr: Diane Marbourg, Genzyme Genetics, 2000 Vivigen Way, Santa Fe NM 87505; Fax: 505-438-2277; diane.marbourg@genzyme.com. EOE/AA

■ **ROCHESTER NY:** Immediate opening for BC/BE Genetic Counselor. Join multidisc team in Repro Genetics Prog: broad range PN/preconcep GC in univ-based Regl Med Ctr. Work w/ GCs, Perinatologists, Clin Geneticists, Multiple Marker Screening Prog. Fac position w/ educ and outrch respon.

☞ Eva Pressman, MD or Jeanne Peterson, MS, University of Rochester Med Ctr, Dept OB/GYN-Box 668, 601 Elmwood Ave, Rochester NY 14642; ☎716-275-3304; Fax: 716-756-4469; eva_pressman@urmc.rochester.edu; jeanne_peterson@urmc.rochester.edu. EOE/AA

■ **RESEARCH TRIANGLE PARK NC:** Immediate opening for BC Genetic Counselor. Motivated, creativity, org & excellent commun skills req. Join 4 GCs as part of busy commercial lab team. Coord pre- and post-analytical phase of specimen tstg, report results, act as client liaison, provide client and in house educ through lectures and written materials, PN phone GC.

☞ Trisha Brown, Director of Genetic Services, Laboratory Corporation of America, 1912 Alexander Dr, Research Triangle Park NC 27709; ☎877-396-3438; Fax: 916-435-9533; brownt@labcorp.com. EOE/AA

■ **COLUMBUS OH:** Immediate opening for BC/BE Genetic Counselor. Enthusiasm, self motiv desired. Some cancer GC exp pref, not req. Join active, growing clin cancer genetics svc; rsrch & educ oppty.

☞ Charis Eng, MD, PhD, Director, Clinical Cancer Genetics Program, James Cancer Hospital and Solove Research Institute, Ohio State University Comprehensive Cancer Ctr, 410 W. 10th Ave. 303E Doan, Columbus OH 43210-1240; ☎614-292-2347; Fax: 614-688-4245; eng-1@medctr.osu.edu. EOE/AA

■ **CLEVELAND OH:** Immediate opening for BC/BE Genetic Counselor. Exp in cancer GC a plus, i'pendent work style & excellent org skills req. Join c'hensive acad ctr at CWUR/UHC w/ 4 MD, 6 GCs & 2 PhD geneticists: cancer & PN GC. Oppty for rsrch and tchg in accredited GC trng prog.

☞ CV & 3 ltrs rec: Georgia Wiesner, MD, Ctr for Human Genetics, University Hospitals of Cleveland, 11100 Euclid Ave. LKSD 1500, Cleveland OH 44106; ☎216-844-7236; Fax: 216-844-7497; Georgia.Wiesner@uhhs.com. EOE/AA

■ **PITTSBURGH PA:** Immediate opening for BC/BE Genetic Counselor. Cmtmt to customer svc, team player req in NB Scrng Lab. Join 3 GCs providing pre/post-test consults, tech supt & GC expertise to referring hospitals and physicians. Oppty for rsrch.

☞ Bethany A. Sgroi, MS, Neo Gen Screening, L.P., Abele Business Park, 90 Emerson Lane, Suite 1403, Bridgeville PA 15017; ☎412-220-2300; Fax: 412-220-0785; bsgroi@neogenscreening.com. EOE/AA

■ **PROVIDENCE RI:** Immediate opening for Genetic Counselor. Abil to work in i'pendent environ req. Exp pref. Join expanding GC staff at busy PNDx Ctr. Sign on bonus avail.


☞ Debbie Owens, RNC, MS, Professional Coordinator, Women and Infants Hospital, 79 Plain St, Providence RI 02903; ☎401-453-7510; Fax: 401-453-7517; dowens@wilhi.org. EOE/AA

■ **NASHVILLE TN:** Immediate opening for Genetic Counselor / Clinical Research Specialist. Exp desired. Pt/family ascertainment, cancer genetics risk asmt and educ, coord w/ regl physicians, tissue banks, tumor registries & IRBs. Conduct & coord pt-based genetic rsrch w/ team of physicians, clin GC & physician-scientists studying genetics of common cancer.

☞ Jeffrey R. Smith, MD, PhD, Div Genetic Med, Vanderbilt University Medical Ctr, 2200 Pierce Ave, 442 Preston Rsrch Building, Nashville TN 37232-6304; ☎615-936-2171; Fax: 615-936-2661; jeffrey.smith@mcmail.vanderbilt.edu; //dna.mc.vanderbilt.edu. EOE/AA

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*Women's Health Care Services,
providers of therapeutic
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**Gordon E. Truett,
M.D., DABFP**



*the leading voice, authority and advocate
for the genetic counseling profession*

233 Canterbury Dr • Wallingford PA 19086

■ **NASHVILLE TN:** Immediate opening for BC/BE Genetic Counselor. Assist General Clin Rsrch Ctr investigators in preparing and conducting genetic rsrch studies & assisting w/ IRB prep. Provide trng to faculty and staff on genetic rsrch protocols. Enroll pts and fam into studies. Some travel.

☞ Amy Bazyk, MS, Program in Human Genetics Vanderbilt University Medical Ctr, 519 Light Hall, Nashville TN 37232-0700; ☎615-343-8582; Fax: 615-343-8619; amy@phg.mc.vanderbilt.edu. EOE/AA

■ **NASHVILLE TN:** Immediate opening for BC Genetic Counselor. Min 3 yrs genetic rsrch exp req. Manage Family Ascertainment Core projects in growing genetic rsrch prog: facilitate plng, implement & oversight of ascertainment for rsrch projects. Prepare and maintain IRB protocols. Coord rsrch projects. Enroll pts and families into studies. Travel to enroll pts. Rsrch oppty.

☞ Amy Bazyk, MS, Program in Human Genetics Vanderbilt University Medical Ctr, 519 Light Hall, Nashville TN 37232-0700; ☎615-343-8582; Fax: 615-343-8619; amy@phg.mc.vanderbilt.edu. EOE/AA

■ **AUSTIN TX:** Immediate opening for BC/BE Genetic Counselor. 1 yr exp in PN/perinatal setting pref. Join busy perinatal prac: Provide GC for variety of PN & preconcep GC. Great oppty to join dynamic clin team, work i'pendently, be challenged & grow professionally.

☞ CV, ltr & 2 ltrs of rec: Diane Marbourg, Genzyme Genetics, 2000 Vivigen Way, Santa Fe NM 87505; Fax: 505-438-2277; diane.marbourg@genzyme.com. EOE/AA

■ **AUSTIN TX:** Immediate opening for BC/BE Genetic Counselor. PN/perinatal exp pref. Join dynamic & growing TX clin team. Work i'pendently, feel challenged, grow prof & maintain top quality genetic svcs for busy perinatology prac. Opptys for prof growth: clin rsrch, pub, comm educ, business, mngmt & mktg.

☞ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **DALLAS TX:** Immediate opening FT or PT BC/BE Genetic Counselor. PN/perinatal exp pref. Join dynamic clin team in perinatal practices citywide.

☞ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744 x23728; amy.foster@genzyme.com. EOE/AA

■ **HOUSTON TX:** Immediate opening for BC/BE Genetic Counselor. Exp, abil to work i'pendently req. Unique oppty to provide PN GC svcs to a diverse pt population, develop genetics educ prgms for health

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care providers & work w/ Sales & Mktg. Opptys for prof growth: clin rsrch, pub, comm educ, business, mngmt & mktg.

☞ Amy Foster, Corporate Recruiter, Genzyme Corp, ☎800-357-5744x23728; amy.foster@genzyme.com. EOE/AA

■ **HOUSTON TX:** Immediate opening for BC/BE Genetic Counselor. Exp in risk asmt & GC for adult-onset diseases req. Exp w/ GYN diseases, malignancies & HNPCC pref. Implement & provide GC svcs for pts & at-risk healthy individuals w/ predisposing characteristics for cancer. Coord grant submissions, assist in clin studies, develop educ materials. Ref code NSGC0801.

☞ Sheri Brownlow, Human Resources, UT M.D. Anderson Cancer Center, 1515 Holcombe Blvd, Box 205, Houston TX 77030; ☎713-794-4676; Fax: 713-794-5951; sbrownl@mdanderson.org. EOE/AA

■ **HOUSTON TX:** Immediate opening for BE/BC Prenatal Genetic Counselor / Clinical Research Coordinator. Exp pref. Join well-estab PN & Repro Genetics Program. Work w/ 5 OB/Geneticists, 1 GC & 3 MFMs. Provide all aspects of PN GC. Coord 2 clin rsrch studies (Angelman syndrome; Preimplant Genetics). Oppty for prof devel & pub.

☞ Audrey Burke, MS, Baylor College of Medicine, 6550 Fannin, Suite 901, Houston TX 77030; ☎713-798-7593; Fax: 713-798-6956; aburke@bcm.tmc.edu. EOE

■ **RICHMOND VA:** Immediate opening for PT Genetic Counselor. Master's in GC, excellent commun & org skills req. Potential for FT. Join collab team of 7 GCs, 6 med geneticists, 3 clin coord/sectys, excellent students in accredited MS GC trng prog & PhD program. Focus on PN, preconcep & infertility GC w/ opptys for peds, adult & cancer GC as well as continuing educ, tchg & commun educ.

☞ Joann Bodurtha MD MPH & Lauren Vanner MS, Dept Human Genetics, VCU/MCV Hospitals, Box 980033, Richmond VA 23298; ☎804-828-9632; Fax: 804-8283760; Bodurtha@hsc.vcu.edu; lvanner@hsc.vcu.edu. EOE/AA

■ **KENT (SEATTLE) WA:** Immediate opening for Genetic Counselor. MS or MPH req with min 2 yrs exp. BC pref. Salary range \$41,520 - \$53,136 depend on exp. Non-traditional GC oppty for varied activ: develop Universal Newborn Hearing Scrng prog, analyze proposed state legislation, mng contracts w/ state Regl Genetic Clins, eval State svcs, partic in Birth Defects Surveillance prog & provide genetics educ to multiple target audiences.

☞ Debra Lochner Doyle, MS, Washington State

Dept of Health, Genetic Services Section, 20435 72nd Ave S, Ste #200, MS K17-8, Kent WA 98032; ☎253-395-6742; Fax: 253-395-6737; Debra.Lochnerdoyle@DOH.WA.GOV. EOE/AA

■ **MARSHFIELD WI:** Immediate opening for BC/BE Genetic Counselor. Exp req. Primarily rsrch in human genetics w/ accompanying oppty for GC in clin setting: manage med genetics aspects of major rsrch prog in personalized medicine, incl rsrch design, interaction w/ subjects & coord w/ lab scientists; advise directors on issues re: med genetics; commun genetics educ re: large, epidem, pop-based cohort study; provide GC to pts & families; provide supt & coord for genetic dx & GC svcs.

☞ Human Resources Representative, Marshfield Clinic, 1000 N. Oak Ave, Marshfield WI 54449; ☎715-387-5341; Fax: 715-387-5400; www.marshfieldclinic.org. EOE/AA

OUTSIDE OF U.S.

■ **TORONTO, ONTARIO:** Immediate opening for Genetic Counselor (ft) ABGC or CAGC BC/BE. Exp in cancer genetics, strong admin/computer skills req. Self-motiv, able to work independ & on multidisc team, good verbal/written commun & org skills. Join Hereditary Breast Cancer Research program, a joint prog of Univ of Toronto, Women's College Hospital & The Centre for Research in Women's Health. Oppty for acad appt. Tch students.

☞ Dr. Steven Narod, Centre for Research in Women's Health, 790 Bay St, 7th Fl, Toronto, ON CANADA M5G 1N8; Fax: 416-351-3767; Steven.Narod@swchsc.on.ca.

■ **WINNIPEG, MANITOBA:** Immediate opening for Genetic Counselor. MS in GC or equivalent req. Provide all aspects of GC at major genetics referral svc for population >1.2M.

☞ Resume & 3 ref: Dr. Ab Chudley, Section of Genetics and Metabolism, FE229 - Community Services Building, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, MB CANADA R3A 1R9; ☎204-787-4743; Fax: 204-787-1419; achudley@exchange.hsc.mb.ca.

■ **WALES, UK:** Immediate opening for a Genetic Counselor w/ MS in GC; 3 yrs exp or equivalent req. Knowledge of issues surrounding genetic susceptibility tstg; org/analytical /IT/commun skills all desired. Join national clinical cancer svc: assessment, GC, follow-up & ref. Rsrch, tchg, MSc student s'vision. Comp'hensive prof devel pkg provided.

☞ Emma Rees, Personnel Officer, Swansea NHS Trust, Singleton Hospital, Sketty, Swansea SA2 8QA UK; emma.rees@swansea-tr.wales.nhs.uk. Inquiries: Liz France, Team Leader: elizabeth.france@uhw-tr.wales.nhs.uk or Shelley Dougan, shelley.dougan@swansea-tr.wales.nhs.uk.