

PERSPECTIVES

in genetic counseling

Volume 23 Number 2

Summer 2001

national society
of genetic
counselors, inc.



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

COUNTERACTING GENETIC DISCRIMINATION

*"It is only when consumers are secure from discrimination that we will benefit fully from the continuing discovery of the secrets housed within our genome."
— excerpt from NSGC letter to Rep. Louise Slaughter, supporting H.R. 602*

Cheryl Scacheri, MS

The completion of the first draft of the human genome, the latest discoveries in gene identification and the promising successes in pharmacogenetics are wonderful and exciting advancements frequently reported in local and national news. Conversely, stories describe the potentially harmful effects of genetic advances on society. A recent example is the EEOC lawsuit against the Burlington Northern Santa Fe Railway, which was filed when the railroad company was performing

genetic testing on workers with carpal tunnel syndrome — without their knowledge or consent. The lawsuit was settled, but concerns remain about the ability of our legal system to protect us from the misuse of scientific advances. The U.S. government is currently considering legislation to protect individuals from genetic discrimination, and it has recently implemented rules to ensure privacy of medical records. NSGC's Social Issues Committee (SIC) and Legislative ...to p.5

PARTNERS PROMOTING NSGC

Liz Stierman, MS

Increasing consumer awareness of genetic counselors as an integral component of health care today — that's NSGC's marketing objective.

What's our strategy to reach the public with this message? A consumer education tool highlighting that aspect of genetic counseling which makes us unique — the pedigree.

THE APPROACH

We have developed the framework for a family health history tool designed with health promotion in mind. We hope to engage consumers in the process of researching their family health background, which in turn may generate referrals for genetic counselors.

Developing the ...to p. 4, col. 3

Poll Results ELECTRONIC COMMUNICATIONS

*Janice Berliner, MS &
Liz Stierman, MS*

A survey accompanying the last issue invited NSGC members to express their feelings about our website. Is advertising acceptable? Would you be willing to receive some of our prized membership benefits online? Of 1732 members who were sent the survey in early January along with *PGC* 23:1, 402 (23%) responded.

MEMBERSHIP DIRECTORY

Eighty-four percent of respondents were comfortable ...to p. 4, col. 1

TABLE OF CONTENTS

Genetic Discrimination.	1
Partners.	1
Communicating Electronically	1
President's Beat	2
Board Update	3
Mentor Match	6
Genetics Education in Health Care.	7
Conference Updates: Short Course, AEC, Board Review	7
Password Protection Info	7
Correction	7
Resources	8
Media Watch	9
Research Network.	9
Classified	10

Perspectives in Genetic Counseling
23:2 — Summer 2001

MEDIA ACTIVITIES SHIFT FOCUS



The past several months have been filled with much activity for our organization. Our website has been revamped, resulting in increased member services and access to the members' only section, as well as press release and media pages, which have generated a flood of calls to the Executive Office. Our marketing firm has additionally been busily contacting members of the media in the major markets educating science writers about our expertise, and offering our services as experts for current and future stories involving genetics. Articles in *Newsweek*, *USA Today*, local newspapers, specialty magazines and health and science websites have quoted genetic counselors and highlighted the availability of genetic counseling.

SHIFT OF PURPOSE

I have noticed a change, in fact, regarding when a reporter or science writer makes his or her initial contact

with us. In the early months of my term, most reporters called when their story idea was intact, and they were searching for "soundbites" from the

experts to support their thesis or provide the token dissenting opinion. More recently,

reporters are calling when their stories are only in the "idea" stage, when they are exploring the issue and want to develop a thesis or direction. The kinds of discussions in the latter scenario allow us to present the full color and texture of the work we do with families, instead of the more one-dimensional response of another group or individual's vision. This transition may assist us in our attempts to separate genetic testing from genetic counseling, supporting the importance of the role we play with patients.

TAKING THE LEAD

The role of the genetic counselor has not historically been used as the "hook" in the flood of articles addressing the "new genetics." The "hook," of course, is the headline grabbing, scary uses or abuses of genetic technology. I suggest to you that we can either contribute to these fears, or choose, instead, to concentrate on the positive outcomes experienced by the great majority of our patients. Positive outcomes need not always be associated with negative results. Each of us has stories of patients with positive results who made healthy lifestyle decisions as a result of their test results.

On a recent media tour with Executive Director Bea Leopold and Russ Klettke, a member of our marketing team, we discussed the benefits and outcomes of genetic counseling with five medical writers or

editors from *Discover*, *Vogue*, ABCnews.com, *Baby Talk* and *American Baby*, each with distinct audiences. They had strong, probing

questions. Most were amazed at the power of the genetic family history to not only quantify risk, but to calm fears, as well. We advanced the concept that we are the group most able to perform a critical review of an individual's history, empowering him to make decisions regarding his own health care. It was a thrilling ride, resulting in a quote the very same day on the ABCnews.com website.

BECOMING FAVORITE SOURCE

When we embrace our expertise, we will become the science writer's favorite source — experts who are knowledgeable, who communicate clearly and with passion. We need not concentrate solely on the risks associated with genetic testing. We must strive to teach the press, who in turn, teach our current and future patients, that instead of being victims of genetic discovery, with the help of a friendly neighborhood genetic counselor, they can be smart consumers of the "new genetics."

— Vivian J. Weinblatt, MS, CGC

RESOURCE

Vivian Weinblatt's testimony at SACGT's May 2-3 meeting

☞ www.nsgc.org

Complete Proceedings of SACGT meetings

☞ www4.od.nih.gov/oba/sacgt.htm

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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.

Next issue *Sept 15*

Submission deadline *August 10*

Perspectives in Genetic Counseling
23:2 — Summer 2001

UP TO THE MINUTES — BOARD MEETS IN APRIL

The hallmark of NSGC's Board of Directors meeting was to look at the big picture, with a focus on issues that address our needs into the future. The meeting kicked off and concluded with a lengthy discussion about the pros and cons of developing a partnership.

Strategic Plan and Financial Forecast

Seven issues identified by a membership survey and the Board were discussed in small groups and individually prioritized. The Board's average ranking in descending priority order: Billing & Reimbursement, Marketing, Legislative Issues, Executive Office Expansion, Expanded Roles, Global Awareness and Website Enhancement. Lisa Mullineaux facilitated a discussion and ranking of financial forecasting in relation to these items.

ACTION: Vivian Weinblatt asked for a vote of confidence to proceed with our amended Strategic Plan. Unanimously approved.

NSGC Investment Strategy

James Meek, our Legg Mason Wood Walker Investment Consultant, reviewed our current investment policy and strategy, as developed in 1994. We resolved to review our investment fund target asset mix and specific investment vehicles. A draft of a revised Investment Policy Statement was distributed for review. ACTION: We gave a vote of confidence for no more than a 10-13% risk level.

Re-Member Project

Each year, approximately 200 members become inactivated. As a budget line item, we decided to attempt to contact these members and ask them to reactivate. The list was divided by regions and by year of inactivation. Julie Rutberg, along with the Membership Committee, will launch a campaign to recruit associate members.

Web Survey

After a review of the preliminary results of this poll, the consensus from

data was that it is not yet time to put our Membership Directory or *PGC* on our website. We will consider providing only the conference brochure on the web in 2002. (See p. 1.)

Subspecialty Exams

Should NSGC support the development of subspecialty certification examinations by the American Board of Genetic Counseling? What role should NSGC play? Should NSGC have official representation on an ABGC Committee that is considering this issue? Kristin Niendorf and Jennifer Farmer surveyed other organizations and found that subspecialization is an issue with others, as well. Discussion ensued regarding the possibility of creating a Subspecialty Committee within NSGC, with a member of this committee being the representative to ABGC's committee.

ACTION: Kristin Niendorf, Jennifer Farmer, Rob Pilarski and Janice Berliner will create a proposal about what our involvement should be in this process for presentation at the next Board meeting in November.

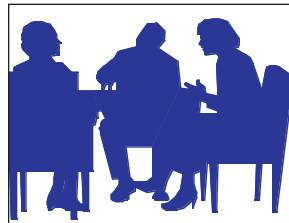
Charitable Contributions Policy

A policy was presented for a course of action when we are asked to provide funding to charitable groups. ACTION: Policy was unanimously approved, with amendments. The policy will be posted on the website in early Fall.

Legislative Visibility

What is the optimal way to achieve NSGC's legislative presence and visibility in Washington? Options presented included: 1) Have the NSGC President and local genetic counselors represent NSGC at meetings; 2) Hire a part-time lobbyist to represent NSGC; 3) Work with ASHG and ACMG and consider hiring a lobbyist to represent all three organizations; 4) Hire an experienced genetic counselor to serve as NSGC's

representative in Washington. Much discussion ensued. Hiring a lobbyist at this time was not viewed as an option that we can not afford. Karen Eanet, Social Issues Chair, discussed the stellar



work being done by Cheryl Scacheri, Chair of the Legislative Subcommittee, in establishing connections and representing us. (See p. 1.) The estimated costs of a lobbyist would be \$4000-8000/mo for 20 hours per week.

Licensure

A discussion of licensure in California and Utah revealed that the main difference is scope of practice. Utah does not define scope of practice. California regulations are still pending. ACTIONS: A Working Group will be chaired by Betsy Gettig and will collaborate with ACMG to write model legislation.

AEC Subcommittee Report

Solutions for increasing the quality of scientific content at our Annual Education Conference were presented. Abstract committee members will serve as reviewers for more than one year, and NSGC will provide training. Abstract acceptance will become competitive. In 2002, Practice-based Symposia will be replaced with more intensive study in minicourse formats.

Marketing

Russ Klettke, Peter Benkendorf and Maureen Smith presented an overview of our marketing program, discussed our press kit distribution and response and partnering opportunities for our Consumer Education Project. Notably, a large, worldwide public relations firm is interested in partnering us with one of their national accounts. (See p. 1.) ♦

Perspectives in Genetic Counseling
23:2 — Summer 2001

ONLINE MEMBER POLL RESULTS

from p. 1

putting the membership directory on our website, but only 35% would accept having it solely available online. Comments were both positive and negative:

- We have a tight budget and electronic might be a way to get more money
- Saves paper, time and printing fees
- More useful than hard copy if searchable and updatable
- Not everyone has a computer at work, so may be a problem for some
- Security issue
- "I'd die without my hard copy"

PERSPECTIVES

An electronic edition would be acceptable to 83% of respondents, but only 42% were content with a website-only version. Some of the comments included:

- Electronic version might reduce readership
- *PGC* is good for home reading but could "print my own"
- Would like searchable articles

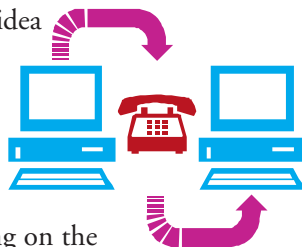
ANNUAL EDUCATION CONFERENCE BROCHURE

Overall, only 9% of respondents objected to a paperless Annual Education Conference brochure. The brochure is currently available online as well as being mailed to members. Comments were minimal, but there were concerns about decreased awareness and attendance.

WEBSITE ADVERTISING

Members are ambivalent about advertising on NSGC's website. Many were troubled that advertisements are

annoying, can affect our credibility and might make our website look less professional. There were concerns about conflict of interest and the appearance of endorsement of advertisers' products. Others likened the idea to existing ads in our newsletter and the *Journal of Genetic Counseling*. (Note: *JGC* does not accept advertising.) Twenty-four percent of the respondents were uncomfortable with the idea of



advertising on the website in any fashion.

While advertising could be a budget boost for NSGC, it is possible that some current advertisers would move ads from our written publications to the website, resulting in no net increase in funding. While members were less concerned about ads appearing in the members-only section of the website, advertisers may not be interested in reaching such a relatively small audience.

SUMMARY

The issue of putting these membership benefits on our website was discussed at the interim Board of Directors' meeting in April. After reviewing the survey results, we concluded to consider our options in more detail, weighing potential cost-savings against negative consequences. We may pilot online membership benefits, having both electronic and paper versions before a decision is reached.

In the meantime, the web editor will explore the feasibility of archiving past *Perspectives* issues online. ♦

PARTNERING from p. 1

tool is the easy part — getting it into the hands of our target audience is a bigger challenge. How can we maximize distribution on a shoestring budget? The answer is partnering.

Partnering is a mutually beneficial business relationship. NSGC is seeking a corporation to support us in developing and distributing our consumer education tool. It might provide funding, technical expertise, distribution channels or other assistance. In return, sponsorship furthers the corporation's own educational or publicity goals.

Our marketing consultants, Peter Benkendorf and Russ Klettke, have actively identified a number of potential partners and begun meeting with corporate representatives. Genetic counselors Kelly Ormond, Maureen Smith and Jill Fischer as well as Executive Director Bea Leopold have attended several of the meetings and attest to the enthusiasm shown by these potential partners. Says Maureen, "It has been surprising to me how fast these groups get it. Genetic counseling is a hot commodity in today's market!"

AND THEN...

Until the Board of Directors reviews proposals and makes a decision, our partner candidates must remain confidential. In negotiating a contract, we will follow NSGC's Business Association Guidelines, adopted in 1992, to select a company whose products and practices will not conflict with our mission and beliefs. We will be careful to maintain control over the consumer education tool to protect our name and reputation.

We want genetic counseling to become a household term. Partnering will take us a quantum leap forward by enabling us to reach a far greater audience than we've ever targeted before. As Maureen Smith puts it, "These contacts certainly give us the opportunity to think BIG!" ♦

COUNTERACTING GENETIC DISCRIMINATION, *from p. 1*

Subcommittee (LS) have been working to ensure that lawmakers are aware of the NSGC's positions on these and other relevant legislative and policy issues.

NSGC ACTIVITIES

With guidance and help from NSGC President Vivian Weinblatt, the Board of Directors and the membership (via the listserv and other avenues), the SIC and LS have identified several legislative issues that affect genetic counselors and our patients. NSGC has been visible at several strategy meetings on Capitol Hill, and we have been working especially closely with Representative Louise Slaughter and her staff on genetic anti-discrimination legislation. Our focus so far has been to emphasize the need for a national environment in which individuals feel confident when using genetic services.

There is evidence suggesting that genetic services are underutilized because some individuals believe they are not adequately protected against discrimination under current laws.¹ NSGC supports the Genetic Nondiscrimination in Health Insurance and Employment Act (S. 318 and H.R. 602). We have written letters of endorsement to members of Congress who have sponsored these bills, including the new Senate Majority Leader, Senator Tom Daschle of South Dakota, Senator Ted Kennedy of Massachusetts and Representative Louise Slaughter of New York. This letter is published in its entirety on NSGC's website.

GOVERNMENT ACTIVITIES

In another arena, the Bush administration decided to revisit the medical record privacy policy proposed by former President Clinton. Earlier this year, the Department of Health and Human Services (HHS) solicited comments from the public regarding the need for protective legislation, and the NSGC and SIC responded. In a

letter written to HHS Sec. Tommy Thompson, the NSGC expressed support for federal rules protecting medical record privacy. In April, a federal medical privacy law was adopted. As written, the legislation covers electronic, paper and oral records, requiring that individuals give written consent before their medical information can be released to a third party. Although Sec. Thompson has said that the original rules will be modified somewhat over time, implementing this law is an important step towards safeguarding the medical information of our patients. In response, the SIC is developing a medical privacy position statement for the NSGC, as this issue may require our input again if changes to current policy are considered.

GROUPS UNITE

In addition to working directly with staffers and lawmakers on Capitol Hill and HHS, NSGC is a member of the DC-based Coalition for Genetic Fairness (CGF). We join other organizations in this coalition, including the Genetic Alliance, the American Civil Liberties Union, National Partnership for Women and Families and Hadassah.

Another important development on Capitol Hill is the recent re-formation of the Senate Biotechnology Caucus. Senators Tim Hutchinson (R-Ark) and Christopher Dodd (D-Ct) have formed this bipartisan group, which includes over 65 senators. The Caucus will provide members of Congress and their staffs with educational forums on genetic research and other biotechnology issues and will fill a great need for educating policymakers and the general public. Of note is that the caucus has encouraged an open dialogue between the Senate and the public on biotech issues, an exchange which will be important to national policy development. NSGC has been

represented at Senate hearings held by the Biotech Caucus, and there is the potential to become more involved if the Caucus requests our testimony or assistance in the future.

Legislators both need and want our input when making decisions on genetic and health care policies. Indeed, lawmakers must be made aware of the potential effects of the genetic revolution – both good and bad – to make successful policies. We, as diverse members of the NSGC, are in a unique position to witness the impact of genetics on medicine, research, biotechnology and society. By sharing our experiences with policymakers, we can advocate for the genetic counseling profession and for the individuals and families who seek our services. If you think an issue is important, consider writing a letter or making a phone call to your legislators. By describing your unique perspective and using your skills to educate policymakers, you can make a difference!

In addition to drafting a privacy position statement, the Social Issues Committee is looking for people to help us create a booklet for SIC members who want a how-to guide for effectively educating legislators on issues.

The Social Issues Committee and the Legislative Subcommittee are always looking for new members! ♦

✉ Karen Eanet, MS, ☎410-828-3131; keanet@gbmc.org

1. Geer KP, et al. (2001) Factors influencing patients' decisions to decline cancer genetic counseling services, *J Genet Coun.* 10(1):25-40.

Perspectives in Genetic Counseling
23:2 — Summer 2001



MENTOR MATCH

The Mentor Program, sponsored by the Membership Committee, recently completed its 5th year and is making plans for the 2001 match. The program's purpose is to match professionals with students and recent graduates to help them exchange ideas and information about their current interests or experiences. Mentors and students are asked to contact each other every 4-6 weeks for about six months.

WIN/WIN

For practicing genetic counselors, the mentor program offers an opportunity for contact with students. For students, the mentoring program provides a resource outside their training programs, a chance to discuss a variety of issues and concerns with an experienced counselor and to begin the important process of networking that experienced counselors may take for granted. These interactions can include providing a "real world" genetic counseling perspective, information about different employment situations or clinic arrangements, support in the job search process and guidance in the transition from student to independent professional.

The program is student-oriented. Student reviews indicate that those who are more active in the program have better experiences.

To be part of NSGC's mentorship program, return the enclosed postcard by August 24. A short questionnaire will follow to assist in making the best possible match. Those who have participated in previous matches will not be automatically re-entered. ♦

✉ *Deadline for response by postcard: August 24.*

Perspectives in Genetic Counseling
23:2 — Summer 2001

The Larger Genetics Community GENETICS EDUCATION IN HEALTH CARE

Simon Goldberg, MS



In the last issue of Perspectives, the Professional Education Subcommittee described two groups involved in genetics education for health care providers. This article introduces four more genetic counselors working on interesting outreach programs.

Anne Greb, Program Director, Wayne State (MI) Genetic Counseling Program, is Course Director for a first-year medical genetics course for medical students. Anne's team is also developing a prototype for clinical training in medical genetics for third year students during their internal medicine clerkships, an interactive web-based learning exercise using a problem-based approach and patient simulation to integrate genetics into primary care. Anne hopes to expand to other primary care clerkships such as pediatrics, family practice and ob/gyn.

Terri Creeden works for the March of Dimes in White Plains NY, where she has been instrumental in directing *Genetics & Your Practice (GYP)*, a program designed for primary care providers. The curriculum is provided through face-to-face lectures and an interactive CD-ROM, now available in a web-based format through Idaho State University. The curriculum is available in 12 states and was also introduced in China last summer. *GYP* is expanding into a web-based continuing education program that will be customized for four primary care specialties: pediatrics, ob/gyn, family practice and internal medicine.

Ed Kloza, Foundation for Blood Research in Scarborough ME, has been involved in the development of "The ProgramME," PPrimary Ob Genetic Risk Assessment and Management in MainE. The project's goal is to provide physicians and prenatal care workers with a screening system for detecting and managing high risk patients who may need further diagnostic workup. The organizational structure is similar to a flowchart or decision-tree that allows the care provider to flip quickly through the resources to determine how to manage a patient. Each section provides template forms for patient charts, risks, benefits and approximate costs of laboratory testing, ACOG guideline statements and resources.

Susie Ball, Yakima Valley Memorial Hospital, and **Caroline Lieber**, Sarah Lawrence College, are at two of 20 institutions participating in a HRSA-funded project, *Genetics in Primary Care: A Faculty Development Initiative (GPC)*. *GPC's* goal is to plan, implement and evaluate outcomes of medical training programs in genetics, targeting family medicine, general internal medicine and pediatrics. ♦

RESOURCES

- ✉ Anne Greb, agreb@cmb.biosci.wayne.edu • www.genetics.wayne.edu
- ✉ Terri Creeden, tcreeden@modimes.org, www.modimes.org/Programs2/ProfEd • *Genetics & Your Practice*, <http://genetics.isu.edu>
- ✉ Ed Kloza, ekloza@fbr.org • www.fbr.org/
- ✉ Susie Ball, Susie.Ball@yvmh.org; Caroline Lieber, clieber@mail.slc.edu
Genetics in Primary Care, <http://bhpr.hrsa.gov>



CONFERENCE UPDATES

November 4 - 7, 2001 (Registration begins Nov 3)
Current Advances — Anticipating Change

SHORT COURSE

**Counseling and Management of Metabolic Disorders,
Nov 7-8.**

Do you work with patients with metabolic disorders and their families? Are you preparing for the 2002 boards? Is your state expanding its newborn screening program?

This year's short course targets genetic counselors working with metabolic conditions as well as those wanting to improve general knowledge of these disorders. Emphasis will be on current testing methods used to diagnose metabolic disorders as well as medical management and treatment. Recent advances and protocols for testing during pregnancy, the newborn period and post-mortem screening will be presented to appeal to genetic counselors in a variety of work settings. We will also explore strategies to assist families in coping with the medical and psychological implications of these disorders.

The faculty includes medical geneticists, dietitians and genetic counselors from a variety of centers across the country. Since these professionals often work as a team in the treatment of metabolic disorders, each will provide his or her perspective toward the care of individuals diagnosed with these conditions.

Learn and earn 1.125 CEUs at the same time! But hurry. Advanced registration is due by August 15th.

AEC'02

PUT ON YOUR THINKING CAPS FOR '02 ...PLAN NOW!

Topic ideas or proposals are being solicited now for

- **PRACTICE-BASED SYMPOSIA.** Seeking new, innovative ideas for high-level two-hour sessions, combining characteristics of both PBS and Workshops.

Co-chairs: Liz Melvin emelvin@chg.mc.duke.edu and Lisa Freese obglmf@gwumc.edu

- **MINI COURSES.** Seeking topics utilizing both didactic lecture and small groups with interactive activities for these four-hour intensive learning sessions.

Co-chairs: Daragh Conrad dconrad@wfubmc.edu and Ellen Schlenker ELSchlen@earthlink.net

BOARD REVIEW

BOARD REVIEW AND BASIC GENETICS UPDATE

- Friday, May 31 — Sunday June 2 at the BWI Airport Marriott, Baltimore, Maryland (just 5 minutes from the Baltimore airport with free shuttle service)

- Friday, June 21 — Sunday June 23 at the Crowne Plaza, Foster City, California (just 10 minutes from the San Francisco airport with free shuttle service)

CEUs will be offered for those wanting to brush up on basic genetics and use the course as a mechanism to gain credits toward their 10-year total requirement. Course will feature: many practice questions and a session on taking the Board Exam electronically. ♦

PASS (THE) WORD

Many members have been confused about logging onto the new password protected area of our website. Here, again, are the instructions:

- ⇒ To enter the password protected area, use: www.nsgc.org/MembersCorner.asp *OR* www.nsgc.org and click on Members' Corner.
- ⇒ Next, your "Log In" is your Unique ID#, which appears on your membership card and on most NSGC labels.
- ⇒ Your "Password" is your last name, as it appears in capital letters on your mailing label. After your initial login, you may change your Password. Your Unique ID# is not changable, it is your "permanent" NSGC identifier.
- ⇒ Last, hit "Submit." If you experience problems, click on "Help with Passwords," immediately below the Submit button. ♦

CORRECTION...

RE: "Evaluating Web Information" (PGC, V23:1, p5), the author states that one technique to check credentials is to visit the "...website of the appropriate medical subspecialty board, most of which have a searchable membership roster (try the American College of Medical Genetics)." While checking credentials is important, interested parties should check with the appropriate specialty board. All member boards of the American Board of Medical Specialties are specialty, not subspecialty, boards. It is the *ABMG* that has a searchable database for certified diplomates, not the College. ♦

— Sharon Robinson
Administrator, ABGC



Perspectives in Genetic Counseling
23:2 — Summer 2001



Financial Management During Crisis

Presented by: Kelly Anne Dolan
Memorial Fund

Produced by: The Nemours Fdt,
Wilmington DE, 2000

Length: 24 minutes

Price: \$9.95

Reviewed by: Kathleen Valverde, MS

Financial Management During Crisis is a unique 24-minute video that offers practical suggestions and support for parents overwhelmed by the medical expenses related to the care of their chronically ill children. The goal of the video is to provide parents with the knowledge and organizational skills necessary to advocate for their children while meeting their day-to-day expenses. Parents overwhelmed by their child's medical care often overlook their bills and expenses and can rapidly find themselves in financial difficulties. The real life stories of families, the practical approach and the important information contained in this video make it a great resource for patients seen in genetics clinics.

The video offers concrete suggestions for families to increase their understanding of insurance issues including explanation of medical benefits, covered expenses and the limitations of their coverage. Parents are encouraged to keep detailed records of all medical expenses, documenting exact procedures and dates of services. Once the diagnosis is confirmed, families are instructed to contact their insurance providers immediately to form an alliance between their healthcare providers and insurance case manager. A hospital representative and

Perspectives in Genetic Counseling
23:2 — Summer 2001

RESOURCES

an insurance case manager offer advice and implementation strategies on the video.

The real life stories of a number of different families emphasize how difficult it is to plan for the financial needs of a medical crisis. Many parents who are unaccustomed to asking for help before a child's illness often wait until they are near bankruptcy before addressing their financial difficulties. Representatives from financial institutions, consumer credit services and a utility company explain that there are many services available if families inform these agencies of their difficulties. The main point is not to ignore bills but rather to set up payment schedules.

Financial Management During Crisis demonstrates that by acting early, asking questions and learning how to find and accept help, families can manage their financial needs in a crisis. At a time when families feel that so many things are out of their control, this video empowers them to take control of their financial health to ensure their security. ♦



Show Me: A Photo Collection of Breast Cancer Survivors'

Lumpectomies, Mastectomies,

Breast Reconstructions and Thoughts on Body Image, 2nd ed

Edited by: Fran Hultzapple and Nancy G. Toth, RN, BSN

Published by: Wheatstone Productions,
www.hmc.psu.edu/womens/showme/

Price: \$25.00 (paper) 110 pp.

Reviewed by: Maria Mascari, PhD

Show Me: A Photo Collection of Breast Cancer Survivors' Lumpectomies, Mastectomies, Breast Reconstructions and Thoughts on Body Image, second edition, is a visual resource book presenting color photographs of and commentary from 33 breast cancer survivors. The book is the first of its



kind to provide photographs which enable a woman newly diagnosed with breast cancer to see the lumpectomy, mastectomy and reconstruction scars of a variety of women — different sizes, shapes, ages and skin colors.

All the survivors who posed for these photographs chose to show their faces and their smiles. Their intention was not to paint a rosy picture of breast cancer but to visually express how they feel *now* in terms of quality of life — generally positive. The comments of the survivors and their significant others provide an intimate look at their decision-making processes, their relationships and their feelings about what is most important in their lives. They share their experiences of shock, fear, pain, loneliness, love, laughter and compassion. And they share their thoughts on body image and their suggestions for newly diagnosed women.

Show Me is intended for women in the early stages of this ordeal so that they can know they are not alone. Towards that goal, the book includes a list of questions to ask doctors, in English and Spanish, and a glossary of the most common medical terms used in those early appointments. Two women also share their thoughts in Spanish.

This book is an excellent resource for cancer genetic counselors/geneticists and a welcome addition to any Cancer Center or medical library. ♦

HUMAN INTEREST STORIES FEATURED ON WEBSITE



The Spina Bifida Association of America launched a new web site section, "Real Stories," a collection of different experiences from parents of children with spina bifida.

www.sbaa.org; ©800-621-3141 ♦

Media WATCH



Angela Geist, MS and Roxanne Ruzicka, MS

February — *The X-Files*. A doctor suggested genetic counseling to a woman who was considering a pregnancy and might need to use a sperm donor. Later, the pregnant patient had concerns about whether the pregnancy was "normal" and the doctor suggested amniocentesis. Even though he stated that the timing was early (14 weeks gestation), he said he'd be "right back with the needle." (Why didn't he come right back with a genetic counselor?)

February 17 — *Savannah Morning News*, "Health care system must adapt quickly to genome." This article was written by our own Andy Faucett to encourage the people of Savannah to "discuss the complex ethical issues and to think and talk about the role of genetics in health care, education and our collective future," given the advances of the human genome project. He commented on how recent genome discoveries have

challenged our accepted definitions of identity and social structures.

February 17 — *The New York Times*, "Chair of Government Advisory Panel Supports Genetic Test Protections." Amidst the increasing availability of a growing number of genetic tests, Reuters reported on the developments of the Secretary's Advisory Committee on Genetic Testing, which is urging Congress to pass laws explicitly guaranteeing the privacy of genetic test results and to consider laws banning discrimination based on genetic profiles. Vivian Weinblatt was quoted regarding the need for equal access to genetic services.

February 23 — *20/20*: Aired a segment about a little girl with Fanconi Anemia. The girl's parents had preimplantation genetic diagnosis with a subsequent pregnancy to select an unaffected embryo to be a bone marrow donor for her. Their baby boy's bone marrow was successfully transplanted into their daughter. Connie Chung raised the issue of

"designer babies" and whether the parents in this example were morally justified in creating a baby for the purpose of treating their daughter.

February 27 — *San Jose Mercury News*, "Ultrasound Unreliable Test for Down's Syndrome - Current Practice Can Lead to Risky Amniocentesis." This article reports on a new study that concluded that the use of ultrasound markers for aneuploidy does not accurately predict Down syndrome and should not lead women with normal fetuses to undergo needless and risky amniocentesis. The author states that it "carries significant risks to the fetus." The only marker reported to be useful in detecting Down syndrome is a thickened nuchal fold. Triple screening was suggested to be "a better means of deciding whether an amniocentesis is warranted" than ultrasound.

March 5 — *US News & World Report*, "Guard Your Genetic Data from Those Prying Eyes" describes the recent Burlington Northern Santa Fe railroad case involving genetic testing without consent. NSGC President Vivian Weinblatt is quoted in the article. Similar articles also appeared in *The New York* and *LA Times*.

May 6 — *Baltimore Sun*, "The Lessons of Lynchburg" expresses concern that advances in genetics, which may enable us to select desirable traits and avoid undesirable traits in our children, is reminiscent of eugenics policies of the past. This article uses the painful stories of people who were deemed "feeble minded and undesirable" and were subjected to mandatory sterilization in the name of human betterment in Virginia in the early 20th century to caution us about the possible future misuses of genetic technology. ♦

RESEARCH NETWORK

KABUKI SYNDROME

Researchers at The Children's Hospital of Philadelphia are interested in identifying the genetic etiology of Kabuki syndrome. There is no cost to participate and all information is kept confidential.

☞ Karen Russell, MS, ☎215-590-2920; russellk@email.chop.edu ♦



NEURAL TUBE DEFECTS

Investigators at the University of Pennsylvania School of Medicine in Philadelphia are conducting a research project on the genetics of neural tube defects. Families with one or more members affected with a neural tube defect (anencephaly or spina bifida) are eligible to participate. Participation includes the collection of family and medical histories and either cheek cells or blood samples. A study newsletter provides participants with updated information on ongoing research related to spina bifida. There is no cost to participate, travel to Philadelphia is not required and all information is kept strictly confidential.

☞ Katy Hoess, MS, ☎866-275-SBRR (toll free); 215-573-9319; khoess@cceb.med.upenn.edu

☞ Laura Mitchell, PhD, ☎215-573-6167; auramit@mail.med.upenn.edu;
<http://cceb.med.upenn.edu/mitchell/> ♦

Perspectives in Genetic Counseling
23:2 — Summer 2001

■ **BIRMINGHAM AL:** Immediate opening for BC/BE Genetic Counselor. Join expndg Human Genetics Dept. Partic in PN, peds & preconcep GC. Self-motiv & good commun and org skills req.
✉ Paula Cosper, PhD, University of Alabama at Birmingham School of Medicine, Dept Human Genetics, KAUL-241, 1530 3rd Ave South, Birmingham AL 35294-0024; ©205-934-4983; Fax: 205-975-6389. EOE/AA

■ **TUCSON AZ:** Immediate opening for BC Genetic Counselor. Master's in Genetic Counseling or related field, excellent commun & follow-up skills req. Gather intake info from pts, coord clin evals, counsel families w/ known genetic disorders re: dx, px & recurrence risk.

✉ CV & salary req: Attn: Human Resources, The University Physicians, 575 E. River Rd, Tucson AZ 85704; Fax: 520-690-2480; UPIJOBS@umcaz.edu EOE.

■ **MADERA CA:** Immediate opening for BC/BE Genetic Counselor. Excellent org & i'personal skills req. Exp pref, new grads encouraged to apply. Join dynamic team of 3 MDs & 6 GCs at tertiary Genetic Center svg wide geo region w/ diverse pop: PN, peds, adult & cancer genetics at new, state-of-the-art, full svc hosp, located in area w/ affordable housing & close prox to recreation.

✉ Human Resources, c/o Posting #55-853, Valley Children's Hospital, 9300 Valley Children's Place, Madera CA 93638; www.valleychildrens.org. EOE/AA

■ **ORANGE CA:** Immediate opening for BC/BE Genetic Counselor. Computer skills pref. Possible setting include locations in Orange County (10 mins from Disneyland). Join comp PNDx Ctr: amnio, CVS, AFP & terat GC + wide variety of other genetic subspc clins & molec genetics.

✉ Khalil N. Zadeh, PhD, Genetics Center, 211 S. Main St-Ste E, Orange CA 92668; ©714-288-8520; Fax: 714-288-8525; nzadeh@aol.com; www.geneticscenter.com. EOE/AA

■ **PALO ALTO CA:** Immediate opening for PT or FT BC/BE Genetic Counselor. PT, FT, telecommute all possible. Fluency in >1 lang a plus. Flex hrs & fees. Join dynamic team: PN, cancer, adult & pediatric pts. Wk w/ local, natl, i'natl pt pop.

✉ Julie Neidich, MD, FACMG, Global TeleGenetics, 445 Sherman Ave-Suite O, Palo Alto CA 94306; ©650-566-8500; Fax: 650-566-8506; jneidich@telegenetics.com; www.GeneScene.com. EOE/AA

■ **PASADENA CA:** Immediate openings for BC/BE Genetic Counselors in Pasadena CA (2) Walnut Creek CAQ (1) & Coral Springs FL (1). Previous GC & computer exp pref. 1 CA position req fluency in Vietnamese w/ pref for Span, also. FL position req fluent Span, pref as 1st language. All req fluency in Engl at business level. Prefer independent worker. Provide GC svcs in state approved PNDx ctrs: usual referrals: AMA, MSM scrng, family hx, terat & U/S abnorm.

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

■ **SACRAMENTO CA:** Immediate opening for BC/BE Genetic Counselor. Trav to satellite clins in Stockton & Modesto. Span a +. Work w/ 3 GCs & Repro

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Geneticist in busy private PNDx practice. PN GC for all aspects of PNDx: AMA, abnorm U/S, + Expanded AFP, + fam hx, terat. Oppty to partic in 2 multi-ctr NIH trials; 1st trimester scrng & randomized study of transabdom CVS & early amnio.

✉ Diana Stultz, Practice Manager, PNDx of No. California Medical Group, 1315 Alhambra Blvd, #210, Sacramento CA 95816; 916-736-6708; Fax: 916-731-5569; ADMPPNDx@aol.com. EOE/AA

■ **SAN JOSE CA:** Immediate opening for BC/BE Genetic Counselor. Independent work style pref. Join large team to provide PN GC svcs at state-approved PNDx ctr w/ 4 GCs & 5 perinatologists: AMA, triple marker scrng, fam hx, terat, & U/S abnorm. Potential involv in bereavement supt grp.

✉ Mail/fax CV, cover ltr & 2 ltrs rec to: Kim Rittenhouse, MS, PhD, Obstetrix Medical Group, 2520 Samaritan Dr, San Jose CA 95124; ©408-356-1883 x114; Fax: 408-358-8264. EOE/AA

■ **SAN JOSE CA:** Immediate opening for BC/BE Genetic Counselor/Regional PN Cystic Fibrosis Screening Coordinator. Abil to work i'pendently, excellent commun skills & admin exp desired. Join active team in estab comprehensive genetics prog in HMO setting. Coord respon: day to day operations & tracking, coord w/ molec & clin labs, OB educ, QA & prog rept for N. CA Kaiser Regional CF, Tay-Sachs, Canavan Scrng Progs. Clinical GC respon: range of cases: PN, peds & adult.

✉ Cindy Soliday, MS, Kaiser Permanente, 5755 Cottle Road, Bldg. 1, Genetics Dept, San Jose CA 95123; ©408-972-3332; Fax: 408-972-3298; Cindy.E.Soliday@kp.org. EOE/AA

■ **WALNUT CREEK CA:** See Pasadena CA

■ **HARTFORD CT:** Immediate opening for Cancer and Lysosomal Disease Center Genetic Counselor. Min 2 yr exp in cancer genetics pref. Acad appt available. Join active team w/ 8 MD/PhDs & 7 GCs.

✉ Robert M. Greenstein, MD, Director, Connecticut Children's Medical Center, 282 Washington St-Genetics 2L, Hartford CT 06106; Fax: 860-545-9590; rgreens@ccmckids.org; www.ccmckids.org. EOE/AA

■ **STAMFORD CT:** Immediate opening for BC/BE Cancer Genetic Counselor. Exp req. Join busy med/onc practice: handle all aspects of GC & case mngmt for pts; partic in multiple rsrch protocols in genetics & epidem.

✉ Jennifer Scalia, MS, Carl & Dorothy Bennett Cancer Center, Cancer Risk & Prevention, 34 Shelburne Rd, Stamford CT 06904; Fax: 203-975-7842. EOE/AA

■ **DC / SUBURBAN MD:** Immediate opening for 3 BC/BE Genetic Counselors. I'pendent work style, excellent clin, i'personal & org skills req. Amer Reg of Pathology contracts. Coord clin genetics: PN, peds, adult & cancer genetics as part of expanded effort at military facilities in National Capital Area.

✉ CV & 3 ref to: Barry Thompson, MD, FACMG; Fax: 301-319-0638. EOE/AA

■ **CORAL SPRINGS FL:** See Pasadena CA

■ **GAINESVILLE FL:** Opening for BC Genetic Counselor. PN GC exp req. Provide PNDx in tchg hosp/clin setting. Oppty for tchg & rsrch.

✉ Staci Harris, Employment Coordinator, Shands at UF, Box 100347, Gainesville FL 32610; ©800-325-0367; Fax: 352-265-7948. EOE

■ **ATLANTA GA:** Immediate opening for Health Educator. MS (or equiv) in Health Commun, epidem or behavioral sci & some knowlg of genetics; GC or nursing exp pref as well as exp wrkg w/ health communications for birth defects & famil w/ state MCH depts & non-profit public health orgs. Strong writing abil, good i'personal & managerial skills & abil to multi-task req. Span a plus. Battelle Memorial Institute is under contract to CDC & Natl Ctr on Birth Defects & Developmental Disabilities. Assist in develop & dissem of targeted health commun messages for folic acid & NTDs. Provide tech assist to state prevention progs, coord publication activ, act as liaison w/ cooperative agreement holders & respond to public & prof inquiries about folic acid, terat & genrl birth defects prevention.

✉ www.battelle.org/jobs, reference Req# 102059. EOE/AA/M/F/D/V

■ **ATLANTA GA:** Immediate opening for BC/BE Genetic Counselor. Enthusiastic, dedicated individual. Excellent verbal & written commun skills, computer-friendly, abil to travel req. Join private, academic med genetics ctr.

✉ Send resume, cover ltr, salary history, Attn: Human Resources, GeneCare, P.O. Box 4270, Chapel Hill NC 27515-4270; MJanos@genecare.com. No phone calls please. EOE/AA

■ **HONOLULU HI:** Immediate opening for BC/BE Genetic Counselor. Exp pref, not req. Highly motivated, flexible, team player who enjoys wkg in multicult setting. Join 4MFMs, 1MFM/Boarded Geneticist, 1 BC GC & 1 BE GC. Ctr provides svcs to HI & Pacific Basin. All aspects of PN GC w/ oppty for cancer couns.

✉ Tammy Stumbaugh, MS, Fetal Diagnostic Center, Kapiolani Medical Center for Women and Children, Suite 540, Honolulu HI 96826; ©808-983-6893; Fax: 808-983-8989; tammys@kapiolani.org. EOE/AA

■ **CHICAGO IL:** June 2001 opening for Genetic Counselor. Join neurology dept at acad hosp. Rsrch/clin position w/ weekly clins for peds & adult neuromusc indications. S'vice GC students.

✉ Mara Gaudette, MS, Northwestern University Medical School, Tarry 13-715, 303 East Chicago St, Chicago IL 60611; Fax: 312 908 0865; m-gaudette@northwestern.edu. EOE/AA

■ **CHICAGO IL:** Immediate opening for BC/BE Genetic Counselor. Join 2 clin geneticists/pediatricians & 4 GCs in acad setting. Half-time advocacy and commun/prof educ wkg w/ Ctr for Jewish Genetic Disorders; half-time wkg w/ clin progs: genrl genetics, metab disorders, NF, skeletal dysplasias, PKU, neurogenetics, ophthalmogenetics & Gaucher disease. Partic in dx lab, educ progs & clin rsrch progs.

✉ Joel Charrow, MD, Head, Section of Clinical Genetics, Children's Memorial Hospital, #59, 2300 Children's Plaza, Chicago IL 60614; ©773-880-4462; jcharrow@northwestern.edu. EOE/AA.

■ **OAK LAWN IL:** Immediate opening for BC/BE Genetic Counselor. I'pendent, excellent commun & org skills req. Join med genetics & 2 GCs in busy univ-based hosp: provide svcs in genrl genetics & multidisc clins, peds consults & com'hensive perinatal svcs. Prof educ oppty.

✉ Cathy Brock, HR Dept, 4440 W. 95th St, Oak Lawn IL 60453; ©708-346-5139; fax: 708/346-4006; cathy.brock@advocatehealth.com; www.advocatehealth.com. EOE

■ **INDIANAPOLIS IN:** Immediate opening for BC/BE Genetics Specialist 2. Proof of BC/BE status req w/ app. GC exp pref, not req; good verbal & written skills, exp in prog coord, devel & implementation desired. Sal Range: \$29,484-43,995, based on exp. Serve as Prog Dir for IN Genetic Plng Grant, staff Genetic Adv Cmte, facil genetic policy devel, dev public & prof educ outrch progs. Serve as liaison to natl, state, local & consumer org/agencies that focus on genetic diseases; admin Genetic svc Grants, prov follow-up to NBS confirmed positive babies to ensure approp svcs provided.

✉ App form on website and Job Bank Position descrip at www.state.in.us/jobs/html/app.html. Browse by job title for "Genetics Sp2" or Nancy B. Meade, RD, MPH, Public Health Admin for MCHS/CSHCS, Indiana State Dept of Health, 2 N. Meridian-7-C, Indianapolis IN 46204; ☎317-233-1257; nmeade@isdh.state.in.us. EOE/AA

■ **INDIANAPOLIS IN:** Immediate openings for FT & PT Genetic Counselors. Exp, BC pref. Join team of 4 GCs and 4 MDs in univ-based ped & adult clins. Opptys for coord/GC in Neurogenetics & FAS ctrs. Provide tchg and student s'vision in GC trng prog. Indicate interest in FT or PT.

✉ Susan Romie, MS, Dept Medical and Molecular Genetics, Indiana Univ Medical Center, 975 W. Walnut St, IB-130, Indianapolis IN 46202; ☎317-274-1061, Fax: 317-274-2387; sromie@iupui.edu. EOE/AA

■ **BALTIMORE MD:** Immediate opening for BC/BE Genetic Counselor. Join univ-based team: provide svcs for ped & adult pts at hosp & satellite clins; involv w/ rsrch & tchg.

✉ Michael Geraghty, MD, Johns Hopkins Hospital, 600 N. Wolfe St, Blalock 1008, Baltimore MD 21287-4922; ☎410-955-3071; Fax: 410-614-9246; geraghty@jhmi.edu. EOE/AA

■ **BALTIMORE MD:** Immediate opening for Genetics Research Program Coordinator. Prof accredited degree req. Abil to work i'pendently & on team. Mng multi-site studies of various diseases (hypertension & schizophrenia) with genetic components; coord sample collect w/ collaborators; write progress repts; aid in prelim data analysis and work w/ data mngr to maintain study db; plan/schedule mtgs.

✉ Send CV & 2 ltrs rec c/o: Sharon E. Loza, McKusick-Nathans Institute of Genetic Medicine, Johns Hopkins University School of Medicine, 600 N. Wolfe St, 2-121 Jefferson St Bldg, Baltimore MD 21287; ☎410-502-7535; Fax: 410-502-7543; sloza@mail.jhmi.edu. EOE/AA

■ **BOSTON MA:** Immediate opening for PT (28 hrs/wk w/ poss for add'l hrs) Genetic Counselor. Exp pref. Must work well i'pendently. Join 2 GCs, 1 MD geneticist & 2 MD oncologists in expndg Cancer Genetics Prog: coord busy cancer genetics clin, see high-risk cancer patients w/ oncologists; some high risk PN genetics.

✉ Diane Ahern, MS, Beth Israel Deaconess Medical Center, 330 Brookline Ave, KS-338, Boston MA 02215; ☎617-667-7110; Fax: 617-667-1551. EOE/AA

■ **BOSTON MA:** Immediate opening for Genetic Counselor/Research Study Coordinator. Neurogenetics lab identifies & studies genes mutated in human congenital eye mvmt disorders. Serve as liaison to collaborators; pt recruit & GC, data/sample collect, interpret linkage phenotype-genotype data & admin. ✉ Cover ltr & CV: Elizabeth C. Engle, Children's Hospital, Div Genetics, 300 Longwood Ave, Enders 5, Boston MA 02115; engle@rascal.med.harvard.edu; www.childrenshospital.org/research/engle/. EOE/AA

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■ **ANN ARBOR MI:** Immediate opening for Genetic Counselor. Strong commun skills & willingness to share expertise w/ our progressive, multidisc team of perinatologists, U/S techs & perinatal nurses. Exposure to broad range of genetic issues w/ oppty for inter-dept collab & tchg.

✉ K. Hanlon-Lundberg, MD, Univ Michigan, L4000 Women's Hospital, Dept OB/GYN, 1500 E. Medical Center Dr, Ann Arbor MI 48109-0276; ☎734-764-1406. EOE/AA

■ **DETROIT MI:** Immediate opening for BC/BE Genetic Counselor. Exp in cancer GC pref. Abil to work i'pendently & excellent org & commun skills req. Join multidisc team as Clinic Coord for Cancer GC Svc. Clin svc, rsrch & educ opptys avail.

✉ Human Resources, Karmanos Cancer Institute 110 East Warren, Detroit MI 48201; Fax: 313-831-6585; resumes@karmanos.org. EOE/AA

■ **DETROIT MI:** Immediate opening for BC/BE Genetic Counselor. 2 yrs exp pref. Join large, active, multidisc genetics team to build cancer genetics program: risk asmt and GC for variety of cancer syndromes & liaison for referring MDs. Focus on cancer genetics w/ partic in peds, PN & adult genetics. Educ, rsrch & pub oppty.

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

■ **ROCHESTER MN:** Immediate opening for BC/BE Genetic Counselor. Exp as a liaison in genetics lab pref, but not nec. Must be able to work i'pendently as well as be a team player. Join team of 4 lab GCs providing pre/post-test consults, tech supt & GC expertise to referring docs & healthcare prof. Primary assignment in biochem genetics lab w/ respon focused on maternal serum scrng & inborn errors of metab. Potential for cross-coverage of cyto- & molec genetics labs, as needed. Opptys for involvmt in educ, rsrch & clin assign.

✉ Submit cover ltr, CV & contact info for ≥ 3 ref c/o Ref #01-1449.NSGC to: Carrie Ferdinandt - HR, Mayo Clinic, 200 1st St SW, Rochester MN 55905; ☎800-562-7984; www.mayo.edu EOE/AA

■ **COLUMBIA MO:** Immediate opening for BC/BE Senior Genetic Counselor. Join 3 GCs, 2 nurses & 3 MD geneticists in busy, full svc, acad ctr. Primary respon coord PNDx, scrng & GC svc, PN GC & MSAFP+ prog mngmt. Opptys for prof growth, rsrch & prog devel.

✉ Judith Miles, MD, PhD, University of Missouri Health Care, Div of Medical Genetics, Dept of Child Health, Columbia MO 65212; ☎573-882-6991; milesjh@missouri.edu. EOE/AA

■ **ST. LOUIS MO:** Immediate opening for BC/BE Genetic Counselor. Exp req. Join skilled med team of MF Spec, Ped Cardio & Urologist, Nurses, & U/S. Join growing commun Perinatal Ctr. Oppty to combine clin, rsrch, commun & prof activ. Flex hrs. ✉ Katie Horton, Human Resources Dept, St. Anthony's Medical Center, 10015 Kennerly Rd, St. Louis MO 63128; Fax: 314-525-4040; stanthonysmedcenter.com. EOE/AA

■ **ST. LOUIS MO:** Immediate openings for 2 BC/BE Genetic Counselors. 1 year perinatal exp pref, willing to i'view highly motiv, i'pendent GC w/ excellent i'personal skills. Join 4 MFM spec providing perinatal

GC at one of the largest perinatal svcs in Midwest. Support staff in place. On-site cyto lab.

✉ Bryana J. McGill, HR Manager, St. John's Mercy Medical Center, 615 S. New Ballas Rd, St. Louis MO 63141; ☎314-569-6939; Fax: 314-995-4222; bmjgill@stlo.smhs.com. EOE/AA.



■ **LEBANON NH:** Immediate opening for BC/BE Genetic Counselor. Exp in peds & PNDx pref. Abil to work i'pendently & have excellent org, clin & commun skills req. Join 4 GCs, 2 MD Geneticists & 3 MFM Physicians: provide peds, adult genrl genetics & PNDx; outrch clins.

✉ Dorothy Williams, Human Resources, Dartmouth Hitchcock Medical Center, One Medical Center Dr, Lebanon NH 03756; Fax: 603-650-8919. EOE/AA

■ **LEBANON NH:** Immediate opening for PT PN Genetic Counselor. Strong poss for growth to FT. Exp in PN pref. Abil to work i'pendently, excellent org, clin & commun skills req. Join a busy team of 2 GCs & 3 MFM physicians.

✉ Valerie H. Hani, MSc, Dartmouth-Hitchcock Medical Center, One Medical Center Dr, Dept OB/GYN, Div Clinical Genetics, Lebanon NH 03756; ☎603-650-8147; Fax: 603-650-2079. EOE/AA

■ **LIVINGSTON NJ:** Immediate opening for BC/BE Genetic Counselor. Join 5 perinatologists & 3 GCs in busy MFM Ctr. High motiv, work i'pendently req.

✉ Larry Farver, Human Resources, Saint Barnabas Medical Center, 94 Old Short Hills Rd, Livingston NJ 07039; Fax: 973-322-2453; lfarver@sbhcs.com. EOE.

■ **NEW BRUNSWICK NJ:** Immediate openings for BC/BE Genetic Counselors. Span a plus. Interesting, varied PN cases, incl U/S abn. Shared sat clins, some spec clins. Lrg multidisc team incl 4 GCs (4 PN & 1 ped), 2 MD geneticists, 2 nurses (1 ob, 1 ped) & 1 metab nutritionist at tertiary care priv hosp w/ med school affil. Tchg & rsrch opptys.

✉ Donna Chavez, MS, or Rosemarie Peschek, Div Clinical Genetics, St. Peter's University Hospital, 254 Easton Ave, New Brunswick NJ 08903; ☎732-745-6659; Fax: 732-249;2687; chavezdf@umdnj.edu. EOE/AA

■ **SANTA FE NM:** Immediate opening for BC/BE Genetic Counselor. ≥3 yrs exp pref. Consult & coord RE: DNA, biochem, FISH & other testing in large genetics reference lab. Join diverse team of GCs, PhD & MD geneticists, w/ opptys for collab on pub'ctns & other projects.

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

■ **ALBANY NY:** Immediate openings for 2 FT BC/BE Genetic Counselors. Primarily PN GC svcs. Work with 2 perinatologists in active setting. Peds genetics in active recruitment for a geneticist. Ped/adult genetics incl craniofac, monthly peds clins & HD predictive tstg prog.

✉ Michelle R. Goyer, MS, Albany Medical Center Hospital, Genetics-Mail Code 88, 43 New Scotland Ave, Albany NY 12208; ☎518-262-5120; Fax: 518-262-5924. EOE/AA



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

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■ **NEW YORK NY:** Immediate opening for BC/BE PN Genetic Counselor. (PT negotiable) Span req. Join comprehensive genetics svc in tertiary care ctr: All aspects of PN & peds: Coord amnio prog; oppty to work w/ multidisc teams & cult- diverse pt pop. Prof & commun tchg oppty. Affil w/ NY Med College.

☞ Karen I. David, MD, Director, Clinical Genetics Services, Metropolitan Hospital Center, Dept Pediatrics, 1901 1st Ave, Rm 523, New York NY 10029; ☎212-423-6452; Fax: 212-423-6183; aakd97@pol.net; or Candace Cressman, MS Candacecressman@hotmail.com. EOE/AA

■ **CHAPEL HILL NC:** Immediate opening for BC/BE Genetic Counselor. Exp pref. Join busy univ-based PNDx Prog consisting of 7 perinatologists, 3 GCs & 1 perinatal grief counselor: all aspects of PN GC & operation of MS multiscrn prog; opptys for tchg, commun outreach & rsrch avail; partic in tchg residents, fellows & GC students; interact & collab w/ other genetic specialties.

☞ Rachel Baughman, MS, Univ of North Carolina at Chapel Hill School of Medicine, PNDx Program, Dept OB/GYN, CB# 7516, Chapel Hill NC 27599-7570; ☎919-966-2229; Fax: 919-966-1999; baur@med.unc.edu. EOE/ADA/W/M

■ **WINSTON-SALEM NC:** Immediate opening for BC/BE Genetic Counselor. Rotate through PN & peds clins, coord maternal serum scrng prog. Partic in profess & med school educ & GC trng prog req. Opptys avail for clin rsrch.

☞ CV & 3 ltrs of rec to: Peggy Berry, MS, Wake Forest University School of Medicine, Dept Peds, Section Genetics, Winston-Salem NC 27157-1076; ☎336-716-2213; Fax: 336-716-7575; mnberry@wfuwmc.edu. EOE/AA

■ **PITTSBURGH PA:** Immediate opening for BC/BE Genetic Counselor. Exp pref, not req. Abil to work i'pendently & on team in perinatal setting; monthly peds clin; med student/resident educ.

☞ CV & 2-3 ref to Cindy Bruce, Human Resources, Allegheny General Hospital, 320 East North Ave, Pittsburgh PA 15212; ☎412-359-5057; Fax: 412-359-3747. EOE/AA.

■ **KNOXVILLE TN:** Immediate opening for BC/BE FT or PT Genetic Counselor. Join priv perinatal prac in univ hosp setting. Provide PN & preconcep GC. Opptys for rsrch & resident tchg.

☞ Penny Reagan, Clinical Manager, High Risk

CLASSIFIED, *from previous page*



Obstetrics of Knoxville, 1924 Alcoa Hwy, Box U-22, Knoxville TN 37920; ☎865-544-8888; Fax: 865-971-4827. EOE/AA

■ **MEMPHIS TN:** Immediate opening for BC/BE Genetic Counselor. Exp pref, not req. Genrl genetics, peds, adult, inpt & outrch. NF, HD & IEM spec clins. Newborn scrng. Genrl respon: case mngmt, presentations & tchg. Partic in journal club, rounds, cyto-, metab- & molecular genetic labs on site.

☞ Jewell C. Ward, MD, PhD, or Diana Chambers, MS, University of Tennessee-Memphis, Health Sciences Center, 711 Jefferson #523, Dept of Pediatrics, Div of Medical Genetic, Memphis TN 38105; ☎901-448-6595; Fax: 901-448-4117. EOE/AA/ TITLES VINIX, SECTION 504/88/ADEA

■ **AMARILLO TX:** Immediate opening for BC/BE Genetic Counselor/Research Associate. Span a plus. Thriving regl med practice: work w/ 2 medical geneticists providing PN GC, w/ oppty to develop ped GC, cancer predisposition GC & testing prog. Tchg & clin rsrch.

☞ Joaquin Santolaya-Forgas, MD, PhD, Texas Tech Health Sciences Center, Div of Reproductive Genetics, Dept of OB/GYN, 1400 Wallace Blvd, Amarillo TX 79106; Jsf@ama.ttuhscc.edu. EOE/AA

■ **HOUSTON TX:** Immediate opening for BC/BE Genetic Counselor. Fluency in Span is a plus. Join team of GCs, medical geneticist & cytogeneticists in large priv genetics lab: PN consults for diversity of indications, srv as resource for nat'l referrals.

☞ Catherine Tucker, Administrative Director, Dynagene, 7400 Fannin, Ste #1200, Houston TX 77054; ☎713-798-9500 x 7010; Fax: 713-798-9595; ctucker@dynagene.com. EOE/AA

■ **MARSHFIELD WI:** Immediate opening for BC/BE Genetic Counselor. Exp req. Medical rsrch in human genetics w/ oppty to counsel pts in clin setting: mng med genetics aspects of major rsrch prog in personalized medicine, incl rsrch design, i'action w/ subjects & coord w/ lab scientists; advise director & assoc director of Ctr for Personalized Medicine Research on issues re: medical genetics; serve as genetics educator for commun grps & for genrl public in context of large, epidem, pop-based cohort study; provide GC to pts & fam; provide supt & coord for

genetic dx & GC svcs.

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

■ **SALT LAKE CITY UT:** Immediate opening for BC/BE Genetic Counselor. Demonstrated commun skills, work i'pendently & cmtmt to excellent customer service req. Exp req; statistical analysis, data collect & grant ppl pref. Rsrch genetic svcs for I'natl Genetics Research & Consultation Prog; direct client GC, prog devel. Facil investigators w/ plng & implement of rsrch projs; lay & med commun educ; maintain rsrch records.

☞ Kathy Moran, University of Utah, Rm 2C412- Div Medical Genetics, 50 N. Medical Dr, Salt Lake City UT 84132; ☎801-581-8943; Fax: 801-585-7252.

■ **SPOKANE WA:** Summer 2001 opening for FT or PT BC/BE Genetic Counselor. I'pendent work style req. Join well estab commun genetics ctr staffed by 2 GCs, 1 MD Geneticist & 1 Genetic Assistant. Prog svcs incl: all aspects of PN, cancer genetics, adult onset genetic disease & clin genetics, commun outreach & educ.

☞ CV, cover ltr & 2 ltrs of rec: Search Committee, Inland NW Genetics Clinic, 604 W. 6th Ave, Spokane WA 99204. EOE/AA

IN CANADA

■ **TORONTO, ON:** Immediate opening for BC/BE Genetic Counselor. Exp pref not req. Join active univ hosp clin genetics team. Wide variety of pt referrals, primarily PN, some ped/adult. Involw w/ tchg & rsrch.

☞ Dr. David Chitayat, Mount Sinai Hospital, 600 University Ave, Prenatal Diagnosis & Genetics Program, Toronto, Ontario, M5G 1X5, ☎416-586-4523; Fax: 416-586-4723; dchitayat@home.com.

■ **TORONTO, ON:** Immediate opening for BC/BE Genetic Counselor. Min 2 yrs exp highly desirable. Join active univ hosp clin genetics team: primarily peds pts; some PN, adult & spec clins; involw w/ rsrch & tchg. 1 year FT contract.

☞ Cheryl Shuman, The Hospital for Sick Children, Dept Genetics, 555 University Ave, Toronto, Ontario, M5G 1X8; ☎416-813-6386.

■ **MISSISSAUGA, ON:** Summer '01 opening for Genetic Counselor. Masters in GC and BC/BE by CAGC or ABGC. Provide all facets of genetic care in rapidly growing regl genetics program, incl PNDx. Although all eligible candidates considered, in accordance with Canadian immigration policies, priority will be given to Canadian citizens or persons with Canadian Landed Immigrant status.

☞ Ms. Morag Bell ☎905-813-4104 or mbell@cvh.on.ca