

# American College of Medical Genetics and Genomics Strategic Plan

The American College of Medical Genetics and Genomics (ACMG) is the specialty society for diplomates certified by the American Board of Medical Genetics and Genomics (ABMGG) and other healthcare professionals committed to the practice of medical genetics. It provides educational resources and a voice for the medical genetics profession. To support the professional needs of its members in the era of genomic medicine and to facilitate the delivery of quality clinical and laboratory medical services to patients and their families, the ACMG Board of Directors has drafted this strategic plan for the 5-year period of 2015-2019.

## Background

The American College of Medical Genetics (ACMG) was founded in 1991, at a time when medical genetics was focused on rare disorders and the major diagnostic tools were cytogenetics, single gene analysis, and biochemical assays. Despite relatively small numbers of members, ACMG has had a strong influence on the field, largely due to its activities funded by grants and contracts, and the broad reach of its policy statements, technical standards, and clinical practice guidelines.

Medical genetics has changed dramatically in recent years with the advent of genomic approaches, offering new opportunities for prevention, diagnosis and treatment of both rare and common conditions, as well as innovations in public health. These advances were recognized in 2012 by renaming the College “American College of Medical Genetics and Genomics.” ACMG now has a larger mission to accomplish with a persistently small membership, while other professional societies integrate relevant aspects of genomic medicine into their respective specialties. These dramatic changes necessitate rethinking the ACMG mission and redirecting strategic priorities. This document provides a framework for this effort, updating the vision and mission of the College and proposing organizational changes to enable the College to fulfill the vision. The term “genomic medicine” will be used in this document to include both genetic and genomic applications in medicine and public health.

## Principles

1. As a professional society, ACMG is charged to empower its members by providing resources to enhance clinical practice; educational activities for its members, other professionals, and the public; and advocacy for the profession.
2. ACMG must increase its influence and maintain its leadership role, given new opportunities in genomic medicine, by increasing its membership and partnering with other organizations where appropriate.
3. Genomic medicine is advancing rapidly and this pace of change will persist indefinitely. ACMG must remain at the leading edge and be agile and prepared to embrace new genomic advances and research that enhance health and the quality of healthcare.

## Vision

ACMG will empower its members to be leaders in the integration of genetics and genomics into all of medicine and healthcare, resulting in improved personal and public health.

## Mission

As the voice of experience and reason in medical genetics and genomics, ACMG will achieve its vision by developing and sustaining initiatives in the three areas outlined below that support the professional needs of its members. *ACMG has the unique credibility and breadth of vision to accomplish this mission, and it should do so in collaboration with other professional societies where appropriate.*

**1. Clinical and Laboratory Practice:** Establish the paradigm of genomic medicine by issuing policy statements and evidence-based or expert clinical and laboratory practice guidelines, and through the description of best practices for the delivery of genomic medicine.

*Value Proposition: Genomic approaches will be recognized and accepted by healthcare providers, payers, administrators, and the public as standard of care based on improved outcomes and cost-effective, high-value care.*

Goals:

- Establish processes and methods to allow for development of rigorous evidence-based practice guidelines related to preventive, diagnostic, therapeutic, and public health applications of genomic medicine, moving from mostly expert opinion and consensus informed guidelines to guidelines informed by systematic evidence review
- Issue statements and guidelines, in partnership with other professional societies when appropriate, to enhance dissemination of high-value genomic medicine practices so that ACMG develops a reputation as an authoritative voice and trusted partner concerning genomic medicine
- Engage patients and the public as advocates for their health
- Develop tools, including informatics and the incorporation of genetic and genomic information into the electronic medical records, to improve the integration of genomic medicine into practice, thereby enhancing the ability of clinicians to utilize genomic approaches in patient care
- Increase membership by providing increased value to ABMGG-certified clinical and laboratory geneticists, trainees, as well as associate, affiliate, and corresponding members

Tactical Considerations:

- Create a business plan to facilitate evidence-based guideline development
- Define role of Professional Practice and Guidelines, Therapeutics, and Laboratory Quality Assurance Committees in evidence-based guideline development process
- Develop a process for topic selection and seek input from membership regarding topics for new policies, guidelines and best practices
- Link guidelines with Maintenance of Certification (MOC) modules as a way to monitor implementation and measure impact on clinical practice

- Develop metrics for assessing the value of genomic healthcare including measurement of outcomes, quality, and costs

Metrics:

- Assessment of outcomes, quality, and costs using metrics developed
- Publication and citation of new guidelines; inclusion of guidelines in National Guideline Clearinghouse of AHRQ indicating they meet their stringent inclusion criteria
- Increased organization membership and diversity and member satisfaction
- Adherence of members to guidelines as measured via MOC
- Impact of guidelines on interactions with private and public third-party payers, particularly with respect to coverage of genomic services and testing

**2. Education:** Provide education and tools for medical geneticists, other health professionals, and the public, and grow the genetics workforce.

*Value Proposition: Health providers and the public will use genomics effectively and appropriately to improve health.*

Goals:

- Ensure that medical geneticists remain leaders for advancing genomic medicine
- Partner with other professional societies to educate their members on applications of genomic medicine in their discipline
- Promote positive public perceptions of opportunities for genomic medicine to improve health and well-being of individuals, families and the public
- Support clinical and translational genomic research, including outcomes and natural history studies, innovative technologies, and adapting evidence-based protocols for genomics

Tactical Considerations:

- Determine the numbers of clinical and laboratory geneticists needed in the workforce and then facilitate recruitment and training
- Survey medical students to understand motivators and barriers for entry into medical genetics
- Strengthen the Summer Genetics Scholars Program to improve tracking and engagement of participants
- Increase visibility and support of Medical Student Special Interest Groups
- Include medical students and residents at Annual Meeting and partner with ACMG Foundation for Genetic and Genomic Medicine to develop ways to provide support for such attendance
- Develop teaching tools and case modules for medical student and resident education
- Provide funding for fellows seeking training in laboratory genetics
- Develop ACT sheets to include genes and disorders that are recommended by Secondary Findings workgroup, to parallel new evidence-based guidelines where appropriate; make ACT sheets compatible for incorporation by electronic health record systems
- Link MOC modules with clinical practice guidelines (see also Clinical and Laboratory Practice)

- Partner with other specialty societies and certifying boards to develop specialty-specific MOC activities that incorporate genomics into their fields of clinical practice
- Develop patient-oriented educational materials on health-related issues in genetics and genomics
- Partner with the ACMG Foundation to provide financial support and training for clinical and translational genomic research

Metrics:

- Numbers of medical students who apply and enter residency
- Total number of ACGME residency positions and number of filled ACMGE positions
- Numbers of Summer Genetics Scholars that enter medical genetics
- Numbers of laboratory genetics fellows who apply for training, number accepted, and number of total funded positions
- Participation by members in MOC activities
- Involvement of non-genetics professionals in ACMG-supported educational activities
- Utilization of ACMG-produced educational materials by other healthcare providers and the public
- Trainee research presentations and publications involving genomic medicine

**3. Advocacy:** Work with policymakers and payers to support the responsible application of genomics in medical practice.

*Value Proposition: Policymakers and payers will recognize the value of genomic medicine and will facilitate its implementation.*

Goals:

- Highlight improvements in the quality of health and healthcare delivery resulting from genomic medicine (these improvements become the basis for the longer term goals of improved health outcomes and reduced healthcare costs)
- Ensure timely and appropriate reimbursement for clinical and laboratory genomic services from government and private payers
- Proactively respond to legislative issues affecting the practice of genomic medicine
- Increase membership by advocating on behalf of members about important issues in genomic medicine
- Maintain and improve status as a “go to” group of trusted experts for policymakers and the media in the field of genomics

Tactical Considerations:

- Develop white papers and statements regarding economics of genomic services
- Engage third-party payers and large employer groups that often define benefit packages in discussions regarding coverage and reimbursement for genomic services
- Develop partnerships with other professional societies to strengthen and increase ACMG sphere of influence on important genomic issues
- Monitor state and federal legislative and regulatory activities so that ACMG remains informed and engaged

- Increase effectiveness of legislative advocacy through increased networking and having a consistent physical presence at key pertinent events in the DC area
- Prepare fact sheets and other materials/tools for policymakers, the media, and the public that outline and advocate for ACMG's position on key issues
- Develop marketing campaign that supports advocacy efforts

Metrics:

- Availability of appropriate billing codes
- Technology assessments and policies developed by payers that address applications of genomic medicine
- Increased organization membership and member satisfaction
- Monitor partnerships with other professional societies regarding advocacy issues
- Involvement in legislative activities
- Monitor member communications, media activities involving or quoting ACMG, and visits to the ACMG web, twitter, LinkedIn, and Facebook sites
- Better informed members, healthcare providers and the public about regulatory and healthcare financing issues

## Conclusion

ACMG has an unprecedented opportunity to enhance the ability of medical geneticists to catalyze the implementation of genomic approaches across all areas of medicine and public health. Now is the time to sharpen the mission of the College, empower fundraising, and ensure that ACMG is structured and staffed to accomplish the vision.

*Adopted by the Board of Directors of the American College of Medical Genetics and Genomics, March 24, 2015.*