ACGC President’s Report

Our profession has seen tremendous growth within graduate education programs in North America. Between the expansion of existing programs and the addition of new programs, the number of students graduating from ACGC-accredited programs and entering the workforce has increased dramatically.

In the past 5 years, the number of students enrolled in a Master’s program for genetic counseling has increased by almost 40%.

ACGC has met this growth with innovation in policies and processes, to ensure continued quality in genetic counseling graduate education. Some highlights from this year are below:

- **Revision of the Standards of Accreditation** – changes to the Standards allow existing and developing graduate programs to maximize flexibility in their approach to teaching students while maintaining high quality in genetic counseling graduate education.

- **Clinical Training Assessment Taskforce** – ACGC approved revisions to the PBC competency Domain 1, Number 4. The revisions are meant to broadly encompass testing, both molecular and non-molecular, and to include explicit language related to ordering of laboratory tests.

- **New Online Accreditation Management System** – ACGC implemented a web-based accreditation management system designed to provide programs with a streamlined way of managing their ACGC accreditation processes in a centralized location.

At the time of this report, there are 51 ACGC-accredited graduate programs in North America and 3 that are developing and have been invited to submit New Program Applications.

The numbers for this year’s accreditation cycle are as follows:

- **Newly accredited programs:** 7
- **Existing programs that achieved reaccreditation:** 5

As always, you can access a current list of accredited programs and a list of developing programs that are applying for accreditation on our website at www.gceducation.org.

Our work would not be possible without outstanding and dedicated volunteers. Many thanks go out to our Program Review Committee members, our Site Visitors, and our Board of Directors. We also continue regular communications with the ABGC, CAGC, AGCPD, and NSGC to support our joint efforts to further the field of genetic counseling. We welcome any contact regarding accreditation and look forward to continuing our work to promote quality higher education for genetic counselors.

**Janet L. Williams, MS, LGC**, ACGC President
December 2019
Program Accreditation Statistics

Geographical Distribution of Programs
As of December 2019 the current number of accredited programs is 51. Visit the ACGC website www.gceducation.org for links to each accredited program.

Current Program Averages
The statistics listed below are averages across all accredited programs required to submit a Report of Current Status in June 2019.

<table>
<thead>
<tr>
<th>Enrollment Cohort</th>
<th>Avg. Applicants per Program</th>
<th>Avg. Slots per Program</th>
<th>Avg. Applications per Slot</th>
<th>Avg. Enrolled &amp; Matriculated</th>
<th>Avg. Retention</th>
<th>Total Enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>143.3</td>
<td>9.6</td>
<td>16.2</td>
<td>9.5</td>
<td>N/A</td>
<td>467</td>
</tr>
<tr>
<td>2018</td>
<td>143.7</td>
<td>9.7</td>
<td>14.8</td>
<td>9.7</td>
<td>97.5%</td>
<td>388</td>
</tr>
<tr>
<td>2017</td>
<td>129.7</td>
<td>9.1</td>
<td>14.2</td>
<td>9.1</td>
<td>97.2%</td>
<td>372</td>
</tr>
<tr>
<td>2016</td>
<td>114.9</td>
<td>9.0</td>
<td>12.4</td>
<td>9.0</td>
<td>98.8%</td>
<td>323</td>
</tr>
<tr>
<td>2015</td>
<td>104.4</td>
<td>8.0</td>
<td>11.8</td>
<td>8.0</td>
<td>98.1%</td>
<td>292</td>
</tr>
</tbody>
</table>
Comments on Program Growth since 2015:

Average number of available slots per program has increased by 19%

Average number of students enrolled per program has increased by 19%

Average number of applications per slot has increased by 37%

Total enrolled students per cohort has increased by 60%

Average Number of Student Clinical Encounters from 2018-19 Academic Year

<table>
<thead>
<tr>
<th>Practice Area</th>
<th>Avg.</th>
<th>SD</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>125.96</td>
<td>35.09</td>
<td>74-227</td>
</tr>
<tr>
<td>General Pediatrics</td>
<td>29.50</td>
<td>10.70</td>
<td>15-56</td>
</tr>
<tr>
<td>Prenatal</td>
<td>43.19</td>
<td>13.93</td>
<td>23.8-76</td>
</tr>
<tr>
<td>Cancer</td>
<td>37.32</td>
<td>14.92</td>
<td>18-84</td>
</tr>
<tr>
<td>Other (Adult/Specialty)</td>
<td>15.93</td>
<td>10.50</td>
<td>0-50</td>
</tr>
</tbody>
</table>

2019 Reaccreditation

ACGC completed five site visits for the 2019 reaccreditation cycle. The following programs were reviewed and granted reaccreditation: Case Western Reserve University, Long Island University (LIU) Post, University of Alabama at Birmingham, University of Colorado Denver and University of Pittsburgh.

New Programs

This past year, ACGC granted the following programs Accredited New Program status:

- Boise State University, Boise, ID
- Columbia University, New York, NY
- Kean University, Union, NJ
- MGH Institute of Health Professions, Boston, MA
- University of Arizona, Tucson, AZ
- University of Nebraska, Omaha, NE
- Vanderbilt University, Nashville, TN
ACGC New Standards of Accreditation

ACGC would like to thank all the volunteers who served in various capacities throughout its revisions to the Standards of Accreditation, which were finalized and published on October 1, 2019. Expected compliance timeline for programs is included below. The timeline is also available on the ACGC website, along with the Standard Revisions FAQs. ACGC developed the FAQs to help provide answers about key areas of the Standards changes to note.

Thank you also to everyone who provided feedback during the public comment period. This was a huge effort that led to substantive changes in numerous areas of the Standards which will help us maintain a strong benchmark for excellence in graduate education.

The Standards will be reviewed every four years. ACGC has also established an ongoing Standards Committee to assist in continual evaluation of the Standards between official revisions.

ACGC looks forward to working with our existing and developing programs through the transition to the new Standards and continuing our process of rigorous peer-review of education programs.

<table>
<thead>
<tr>
<th>Compliance Date</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 1, 2019</td>
<td>All accredited programs must comply with Section D: Accreditation Status and Decisions.</td>
</tr>
<tr>
<td>June 15, 2021</td>
<td>All accredited programs are required to be in full compliance with the revised Standards by the RCS submission.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Compliance Date</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 1, 2019</td>
<td>All proposed programs are required to comply with Section D: Accreditation Status and Decisions.</td>
</tr>
<tr>
<td>October 1, 2019</td>
<td>All developing programs applying for Candidacy must submit application materials that demonstrate compliance with the revised Standards.</td>
</tr>
<tr>
<td>May 15, 2020</td>
<td>For this program review slot, programs seeking Accredited, New Program Status must submit self-study documents that demonstrate compliance with the revised Standards.</td>
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</tbody>
</table>
Practice-Based Competencies Review

The Practice-Based Competencies for Genetic Counselors form the basis for educational outcomes in graduate genetic counselor education. They are designed to reflect competencies that genetic counselors are expected to achieve by the completion of their graduate program.

The American Board of Genetic Counseling (ABGC) Practice Based Competencies (PBCs) were developed in 1996 to represent practice areas that define activities of a genetic counselor. In 2005, an ABGC – AGCPD Joint Retreat reviewed and made no changes to the PBC document. In 2011, a PBC Task Force (PBCTF) was seated with ABGC, ACGC and AGCPD representation and performed a comprehensive review of the practice-based competencies. The task force submitted its revisions to ACGC Board which finalized the recommended revisions. The revised PBCs were announced in 2013 and based on the split of responsibilities between ABGC and ACGC, oversight of the PBCs moved to ACGC.

In 2018, NSGC came to ACGC with a request to evaluate the language in the PBCs relative to genetic counselors and ordering genetic testing. A small PBCTF, that included an ACGC Board liaison and the medical geneticist who previously served on the 2013 PBCTF, was convened to respond to this request. A revision to PBC domain IV was researched and a revision proposed. ACGC BOD reviewed and approved the revision submitted by the task force.

It is time for a formal, comprehensive review of the practice-based competencies. A task force is being formed that will include recommended individuals from each of the genetic counseling professional organizations including ABGC, AGCPD, CAGC, and NSGC. The task force will include education specialists, a medical geneticist and a PhD laboratorian together with a variety of genetic counselor leaders in the respective clinical specialties.

The focus for the review of the current PBCs will be to consider competency-based assessment utilizing measurable outcomes of student success.

2018-2019 Board of Directors

**Amanda Bergner, MS, CGC, President** | Associate Professor of Genetic Counseling Director, Genetic Counseling Graduate Program, Columbia University

**Heather Creswick, MS, CGC, Program Review Committee Chair** | Instructor, Department of Human and Molecular Genetics Clinical Faculty, Genetic Counseling Training Program, Virginia Commonwealth University, Massey Cancer Center, Department of Human Genetics

**Linda Smith, PhD, MLS(ASCP)BB, Secretary/Treasurer, Public Member** | Professor, Retired, Div. Medical Laboratory Sciences, UT Health San Antonio

**Directors**

Dawn Allain, MS, CGC | Associate Professor, Internal Medicine, Director, Genetic Counseling Graduate Program, Ohio State University Wexner Medical Center, Division of Human Genetics, Department of Internal Medicine

Deborah Cragun, PhD, MS, CGC | Assistant Professor, Director, Genetic Counseling Graduate Program, College of Public Health, University of South Florida

Lori Williamson Dean, MS, CGC | Assistant Program Director and Assistant Professor, College of Health Professions, University of Arkansas for Medical Sciences

Ian MacFarlane, PhD | Assistant Professor of Psychology, Elizabethtown College

Molly McGinniss, MS, LCGC | Senior Market Development Manager, Illumina, Applied Genomics

Heather Stalker, MS, CGC | Assistant in Pediatrics, University of Florida, Div. of Genetics, Dept. of Pediatrics

Janet L. Williams, MS, LGC | Director, Research Genetic Counselors, Geisinger Health System, Genomic Medicine Institute

**Finance Committee**

Amanda Bergner, MS, CGC | Associate Professor of Genetic Counseling, Director, Genetic Counseling Graduate Program, Columbia University

Lori Williamson Dean, MS, CGC | Assistant Program Director and Assistant Professor, College of Health Professions, University of Arkansas for Medical Sciences

Michele Jackson, MS, CGC | Project Manager, Ambry Genetics

Linda Smith, PhD, MLS(ASCP)BB | Professor, Retired, Div. Medical Laboratory Sciences, UT Health San Antonio

Janet L. Williams, MS, CGC | Director, Research Genetic Counselors, Geisinger Health System, Genomic Medicine Institute
## Report of Financial Statement

Year ending December 31, 2018

### Support and Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Accreditation Fees</td>
<td>$205,000</td>
</tr>
<tr>
<td>Contributions</td>
<td>$90,000</td>
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<tr>
<td>Investment income</td>
<td>$33,130</td>
</tr>
<tr>
<td>Total Support &amp; Revenue</td>
<td>$261,870</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services Accreditation</td>
<td>$175,810</td>
</tr>
<tr>
<td>Support Services Management and General</td>
<td>$86,896</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$262,706</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$13,440</td>
</tr>
</tbody>
</table>
New ACGC Processes

Accreditation Management System

The new Accreditation Management System (AMS) for ACGC went live in May, 2019. The system is designed to provide programs with a streamlined way of managing their accreditation processes in a centralized location and online, including submission of all applications and the annual Report of Current Status (RCS), payment of accreditation fees by credit card, tracking of deadlines, assigned workflow tasks, and other requirements.

Over the past year, ACGC has implemented the RCS, Accreditation Self-Study application, New Program Applications, and the credit card payment functionality in the new AMS.

In June, 2019, all accredited programs used the AMS to submit their 2019 RCS. When developing the online RCS, ACGC reviewed and took into account the feedback received from programs in the 2017 and 2018 surveys regarding the RCS submission experience on the previous platform. The new system offers a capability that will allow programs to easily auto-fill the majority of their RCS submission each year with their responses from the previous year’s RCS submission. By reducing manual data entry, this feature will help decrease the time it takes for programs to complete the RCS each year, minimize errors in inputting data and maintain its integrity in the program’s accreditation record from year to year.

Programs also filled out their Accreditation Self-study application for the 2020 reaccreditation cycle in the new system in August, 2019. Reviewers completed their self-study reviews in the system as well. In 2020, ACGC will further develop this review process in 2020 by incorporating feedback from this year’s reviewers and by adding system enhancements, where possible, and set up online reviews for all application types.

Another critical objective for next year is to assign an accreditation workflow to each program in the system. Workflows will consist of action items, due dates, and related processes to help programs manage their respective accreditation tasks and requirements throughout the year.

ACGC will also update the AMS profiles of the accredited programs with their accreditation history, including decisions and years granted, current accreditation status, and next reaccreditation due date, to provide a 360-degree view of each program. In addition, ACGC will migrate program files from previous years to the AMS in 2020, such as applications, decision letters, notifications of program leadership or substantive changes, for programs and reviewers to easily access the information in one system.

Changes to Program Review

ACGC has adopted a restructured approach to program review. The reaccreditation review will now use a new model, which assigns each program’s self-study review and site visit to a single team of 4 Program Review Committee (PRC) volunteers. Key benefits include better alignment with best practices in accreditation review, a reduction in the number of programs each volunteer is asked to review, and improved consistency and communication throughout the reaccreditation process. The review of programs undergoing reaccreditation in 2021 will be based on this new model. In 2020, ACGC will also cross train a larger group of PRC volunteers as site visitors and will provide training to review Candidacy Applications and RCS submissions.

New Committee and Task Force

ACGC revised the Communications Committee this year. This had been a subset of the Board but will now be a standing committee charged with creating an integrated communication strategy for ACGC and for making recommendations on the strategy’s implementation and how resources will be deployed. The committee is also responsible for marketing information about ACGC’s activities, maintaining its branding, as well as contributing to industry publications on behalf of ACGC.
Acknowledgement of our Volunteers

Thank you to our many volunteers from this past year – we couldn’t do it without you! Please check out the ACGC website at www.gceducation.org to see what volunteers ACGC may be seeking.

Communications Committee

The ACGC Communications Committee is charged with overseeing communications involving the ACGC and enabling transparency in the accreditation process for graduate programs in genetic counseling. This entails creating and overseeing the annual strategic communication plan, website, annual report, submissions to genetic counseling publications, and other tasks related to communication with our stakeholders. Keep an eye out for ACGC contributing to upcoming issues of Perspectives to highlight topics related to new and existing program accreditation.

Ian MacFarlane, PhD | Assistant Professor of Psychology, Elizabethtown College
Janet L. Williams, MS, LGC | Director, Research Genetic Counselors, Geisinger Health System, Genomic Medicine Institute

Nominating Committee

The goal of the ACGC Nominating Committee is to identify a slate of candidates for election to the ACGC Board of Directors.

John Quillin, PhD, MPH, MS, CGC | Assistant Professor, Virginia Commonwealth University
Erin Carmany, MS, CGC | Assistant Professor of Molecular Medicine and Genetics, Wayne State University
Shelly Cummings, MS, CGC | Medical Science Liaison III Myriad Genetic Laboratories
Megan Frone, MS, CGC | Genetic Counselor, National Cancer Institute, NIH, DHHS
Becki Hulinsky, MS, CGC | Senior Payment Integrity Professional, Genetics Lead, Research and Development, Humana
Heather Stalker, MS, CGC | Assistant in Pediatrics, University of Florida, Division of Genetics, Department of Pediatrics

The Nominating Committee sought nominations this year for an Educator Member and Certified Genetic Counselor Member to serve on the Board.

Educator Member
An Educator member is someone directly and significantly involved with an accredited graduate program in genetic counseling (e.g., professor, instructor, academic dean, clinical supervisor, program leader).

Certified Genetic Counselor Member
A Certified Genetic Counselor member is someone who is certified by the American Board of Genetic Counseling (ABGC) and whose primary job focuses on the provision of genetic counseling services. Individuals who are also in leadership positions within a genetic counseling training program (i.e. Program Director/Co-Director, Associate or Assistant Program Director, Clinical/Fieldwork Coordinator) are not eligible under this position.

There were eighteen nominations total and two individuals were elected: Susan Randall Armel and Kate Reed.
Program Review Committee

The Program Review Committee (PRC) is a dedicated group of volunteers with experience in genetic counselor education, including program and curriculum development, research, and/or clinical supervision. PRC members review Reaccreditation Application and self-study documents, and assess compliance with ACGC Standards.

Questions or issues identified are then brought forward to the Site Visitor team, who spends 1-2 days meeting program leadership, staff and students to directly assess program compliance with ACGC standards. This year, the PRC Chair, Heather Creswick, coordinated the review of the 5 programs undergoing reaccreditation in the 2019 cycle.

To ensure timely response to applications without compromise in rigor, the ACGC streamlined the new program application process and built capacity within the PRC committee. The average time from new program application submission to approval was 7.5 months with a range from 5-10 months.

Program Review Committee (2018-2019 Reviews)

- **Maria Blazo, MD**, Clinical Geneticist, Baylor Scott and White Health
- **Pamela Brock, MS, CGC**, Assistant Professor, Clinical Internal Medicine, Division of Human Genetics, Department of Internal Medicine, The Ohio State University Comprehensive Cancer Center
- **Kathleen Brown, MS, CGC**, Certified Genetic Counselor, Assistant Professor-Pediatrics, Assistant Director for Clinical Training, Program in Genetic Counseling, University of Colorado, Children's Hospital Colorado
- **Laurel Calderwood, MS, LCGC**, Genetic Counselor, Medical Genetics, Lucile Packard Children's Hospital Stanford
- **Nancy Callahan, MS, CGC**, Director Emeritus, Genetic Counseling Program, University of North Carolina at Greensboro
- **Tahnee Causey, MS, LCGC**, Assistant Director, VCU Genetic Counseling Program, Licensed Certified Genetic Counselor, VCU Health
- **Deborah Cragun, PhD, MS, CGC**, Assistant Professor, Director, Genetic Counseling Graduate Program, College of Public Health, University of South Florida
- **Rebecca Darrah, MS, PhD**, Associate Professor, Associate Genetic Counseling Program Director, Case Western Reserve University
- **Paula Delk, MS, LCGC**, Director, Genetic Counseling Graduate Program, Assistant Clinical Professor, Indiana University
- **Tiffani DeMarco, MS, LCGC**, Licensed and Certified Genetic Counselor, Director, Cancer Genetics Program, Inova Schar Cancer Institute – Inova Fairfax Hospital
- **Carrie Guy, MS, LCGC**, Product Manager and Genetic Counselor, Women's and Reproductive Health
- **Emily Hansen-Kiss, MS, MA, CGC**, Certified Genetic Counselor, Instructor, The University of Texas Health Science Center at Houston
- **Susan Hassed, PhD, LCGC**, Clinical Associate Professor, University of Oklahoma Health Sciences Center
- **Lynn Holt, MS, CGC**, Genetic Counselor, Assistant Professor, University of Alabama
- **Ashley Kuhl, MS, CGC**, Clinical Genetic Counselor, University of Wisconsin - Madison
- **Lauren Lichten, MS, CGC**, Assistant Director, Genetic Counseling Training Program, Assistant Professor, Department of Human Genetics, Emory University
- **Cindy Morgan, MS, LCGC**, Director, Genetic Counseling Program, UCSF
- **Monica Marvin, MS, CGC**, Associate Director, Genetic Counseling Program, Clinical Associate Professor, Genetic Counselor, Cancer Genetics Clinic, University of Michigan
- **Molly McGinniss, MS, LCGC**, Senior Market Development Manager, Illumina, Applied Genomics
- **Sarah Noblin, MS, CGC**, Senior Market Development Manager, Illumina, Applied Genomics
- **Jenna Scott, MS, CGC**, Clinical Associate Professor, Co-Director, Curriculum & Directed Studies, Master’s Program in Genetic Counselling, University of British Columbia
- **Kate Shane-Carson, MS, LGC**, Associate Professor-Clinical, Internal Medicine, The Ohio State University
- **Carly Siskind**, Clinical Assistant Professor of Neurology, Stanford University
- **Heather Stalker, MS, CGC**, Assistant in Pediatrics, University of Florida, Division of Genetics, Department of Pediatrics
- **Kathleen Valverde, MS, LGC**, Director, Master of Science in Genetic Counseling Program, University of Pennsylvania
- **Hetal Vig, MS, MGC, CGC**, Associate Professor, Program Director, Master’s in Genetic Counseling Program, Brandeis University
- **Janet L. Williams, MS, LGC**, Director, Research Genetic Counselors, Geisinger
- **Kate Wilson, MS, CGC**, Product Manager, Oncology, Quest Diagnostics
- **Katherine Wusik-Healy, MS, CGC**, Genetic Counselor III, Cincinnati’s Children’s Hospital
- **Holly Zimmerman, MS, CGC**, Program Director, Genetic Counseling, University of Nebraska Medical Center
Site Visitors (2018-2019 Reviews)

Kathleen Collins, LGC, Genetic Counselor III, Cincinnati Children’s Hospital
Kristen DeBerg, MS, LCGC, Genetic Counselor, Sanford Health, Assistant Professor, University of South Dakota
Michelle Fox, MS, LCGC, Associate Adjunct Assistant Professor, University of California, Los Angeles
Andrea Harbison, MS, CGC, Instructor, Baylor College of Medicine
Megan Hinton, MS, LCGC, Assistant Professor, Northwestern University
Logan Karns, MS, Genetic Counselor, University of Virginia
Sharyn Lincoln, MS, CGC, Licensed Genetic Counselor, Program Coordinator, Boston Children’s Hospital
Arti Pandya, MD, MBA, Chief, Division of Pediatric Genetics and Metabolism; Associate Professor of Pediatrics, UNC Healthcare

Susan Randall Armel, MSc, MS, MScCH (Ed), CGC, Senior Genetic Counsellor, Assistant Director, Clinical Supervision and Learning, MSc Genetic Counselling Program, The University of Toronto
Jennifer Roggenbuck, MS, LGC, Genetic Counselor, Associate Professor, The Ohio State University
Wen-Hann Tann, BMBS, Assistant Professor, Harvard University
Jerome Yankowitz, MD, Professor Emeritus, University of South Florida, Professor Emeritus, University of Iowa
Julie Zenger-Hain, PhD, FACMG, Director, Clinical Cytogenetics Department, Beaumont Hospital-Dearborn, Wayne State University