

**AMERICAN COLLEGE OF MEDICAL TOXICOLOGY
STRATEGIC PLAN 2012 - 2014**

Adapted by ACMT Board of Directors – Fall Board Meeting 2011

MISSION STATEMENT

The mission of the American College of Medical Toxicology is to advance quality care of poisoned patients and public health through physicians who specialize in consultative, emergency, environmental, forensic, and occupational toxicology.

VISION STATEMENT

Every potentially poisoned patient or population will have direct access to the expertise of a board-certified medical toxicologist.

VALUES

- Direct Patient Care
- Training and competence
- Evidence based practice
- Service to our members
- Research
- Public Health

GOAL 1: To Advance Optimal Care of Poisoned Patients

Objective 1.1: Improvement in medical toxicology research

Outcome 1.1.1:

Over the next three years, the number of cases in ACMT's Toxicology Investigators Consortium (Toxic) National Patient Registry will increase to 20,000 and there will be at least 3 original multicenter research studies derived from the Toxic Network.

- Action 1.1.1.1: ACMT to manage and support Toxic (Toxic¹)
- Action 1.1.1.2: Toxic to obtain approval by an External IRB (Toxic)
- Action 1.1.1.3: Annual Report on Toxic to be published in JMT (Toxic)
- Action 1.1.1.4: ACMT research committee to generate one multicenter trial per year (RC² & Toxic)
- Action 1.1.1.5: Utilize mentorship program to foster research development (MP³)
- Action 1.1.1.6: Provide education about grant opportunities and grantsmanship (RC)

The responsible ACMT entity is designated in parenthesis after each action item

¹ Toxic – ACMT's Toxic Investigators Consortium

² RC – Research Committee

³ MP – ACMT Mentorship and Professional Development Program

Outcome 1.1.2:

Host original research at ACMT Spring Conference

- Action 1.1.2.1: Continue the Fellow-in-Training (FIT) Research Symposium at ACMT Spring Conference (RC)
- Action 1.1.2.2: By 2013 initiate original research for Spring Conference (RC & EC⁴)
- Action 1.1.2.3: Give an award for best original research at Spring Conference (RC)
- Action 1.1.2.4: Continue to partner with outside entities for grant opportunities (Research C.)

Objective 1.2: Improvement in the quality of bedside diagnosis and care of poisoned patients

Outcome 1.2.1:

By the end of the next three years, 3 position statements or guidelines for the diagnosis and management of specific poisonings for use by healthcare providers will be developed.

- Action 1.2.1.1: Guidelines committee to conceive, draft, and submit one position statement / guideline per year (PGC⁵)

Outcome 1.2.2:

By the end of the next three years, there will be a 20% increase in medical toxicologists practicing in the bedside care of poisoned patients as measured by participation in ToxIC.

- Action 1.2.2.1: Practice committee to have one symposium per year related to bedside practice of medical toxicology (PC⁶)
- Action 1.2.2.1: ACMT will track the number of bedside consults and practitioners involved in medical toxicology on an annual basis using ToxIC data (ToxIC)

Objective 1.3: Increasing public access to board certified medical toxicologists

Outcome 1.3.1:

By the end of a three-year period, ACMT will measure and track the use of our public access (find-a-toxicologist) webpage by non-members.

⁴ ED – Education Committee

⁵ PGC - Positions & Guidelines Committee

⁶ PC - Practice Committee

- Action 1.3.1.1: Develop a directory of medical toxicologists providing clinical services (PC)
- Action 1.3.1.2: Redesign webpage for easy public access (WC⁷)
- Action 1.3.1.3: Track number of hits on public access site (WC)

GOAL 2: To Increase The Number Of Practicing Board-Certified Medical Toxicologists

Objective 2.1: Define and develop practice pathways

Outcome 2.1.1:

Over the next three years, ACMT will have completed one to three ‘practice primers’ - documents describing various practice pathways/models comprising medical toxicology practice

- Action 2.1.1.1: Recommendation for possible pathways to be developed will be prioritized by the ACMT Board of Directors (BOD⁸)
 1. Emergency Medicine Academic Careers Based in Medical Toxicology
 2. Non-EM Hospital-Based Careers in Medical Toxicology
 3. Corporate-Based Medical Toxicology
 4. Public Health Careers in Medical Toxicology
 5. Research-Based Careers in Medical Toxicology
 6. Addiction Medicine Careers in Medical Toxicology
- Action 2.1.1.2: A common template would be developed to service each of these pathways (PC)
- Action 2.1.1.3: Three “practice” pathways will be developed under the auspices of the Practice Committee. (PC)
- Action 2.1.1.4: Practice primers will be sent for review and comment by non-medical toxicology external experts who employ medical toxicologists in these practices. (PC)

Objective 2.2: Increase awareness and interest of medical toxicology as a career choice

Outcome 2.2.1:

Over the next three years, there will be a 20% increase in filled medical toxicology fellowship positions.

- Action 2.2.1.1: ACMT will track numbers of fellows in medical toxicology fellowships and the number of fellowship programs on an annual basis (FDC⁹)

⁷ WC - Website Committee

⁸ BOD - ACMT Board of Directors

- Action 2.2.1.2: ACMT will develop a directory of medical toxicology rotations and clerkships for residents and medical students which will be housed on the ACMT website (FDC)
- Action 2.2.1.3: ACMT will maintain a directory of all medical schools and osteopathic schools, and primary residencies such as Emergency Medicine, Pediatrics, Preventive and Occupational Medicine, and Internal Medicine to enhance communication and disseminate information about ACMT and medical toxicology (FDC)
- Action 2.2.1.4: ACMT will develop information about training opportunities and careers in medical toxicology targeting college students, medical students and residents and will house this information on the ACMT website and also make it available to medical and osteopathic schools, and residencies including EM, Pediatric, Preventive Medicine and Internal Medicine residencies (FDC)
- Action 2.2.1.5: ACMT will provide materials (eg. brochures) about education and careers in medical toxicology for distribution by its members at college and medical school career days or other similar venues, and also distribution to other programs such as toxicology interest groups. (FDC)
- Action 2.2.1.6: Survey each medical toxicology fellowship programs to find out how medical toxicology is integrated into their medical school curricula. (FDC)

Outcome 2.2.2:

In the next three years, ACMT will develop a mechanism to track the number of medical students and residents rotating through medical toxicology rotations.

- Action 2.2.2.1: ACMT will track numbers of medical students in medical toxicology rotations on an annual basis by collection such information from individual rotation sites (FDC)

Outcome 2.2.3:

In the next three years, there will be a 20% increase in the number of resident rotators rotating through medical toxicology rotations.

- Action 2.2.3.1: ACMT will track numbers of resident rotators in medical toxicology programs on an annual basis by collection such information from individual rotation sites (FDC)

⁹ FDC - Fellowships Directors Committee

Objective 2.3: Facilitate development of medical toxicology as a financially viable career

Outcome 2.3.1:

In the next three years, 30% of ACMT membership will have completed a financial practice management activity provided by ACMT.

- Action 2.3.1.1: ACMT will provide 2 or more 1-hour lectures at the next NACCT and ACMT Spring Conferences focusing on billing or other financial practice aspects. These presentations will be summarized into a revised "Billing and Coding" document for the members-only section of the ACMT website (PC)
- Action 2.3.1.2: The "practice primers" mentioned in Objective 1 above will include information on a practical business plan that will outline scope of practice necessary to achieve financial goals (PC)
- Action 2.3.1.3: ACMT will promote the ACMT Mentorship and Practice Development Program to its members as a way of offering opportunities for additional education on the financial aspects of toxicology practice in a variety of settings (MP & PC)
- Action 2.3.1.4: ACMT will measure the number of members attending these education sessions and participating in the mentorship program (MP & PC)

Objective 2.4 Provide members with specialty sections to nurture medical toxicology practice diversification

Outcome 2.4.1:

Specialty sections will be available to ACMT members to avail themselves of career options in medical toxicology

- Action 2.4.1.1: Five specialty sections will be developed & supported by ACMT including addiction medicine, forensic toxicology, medication management, industrial toxicology, governmental and military toxicology (BOD)

GOAL 3: To Enhance The Awareness And Recognition Of Medical Toxicology As A Distinct Medical Specialty

Objective 3.1: Increase visibility of ACMT and its members to the public, government and industry

Outcome 3.1.1:

By the end of three years, a comprehensive public relations program will be in place.

- Action 3.1.1.1 Develop a new committee called the Public Affairs Committee that will be charged with overseeing the development of a public relations program (BOD)
- Action 3.1.1.2 Develop a social media plan (PAC¹⁰)
- Action 3.1.1.3 Develop a database of experts who can respond to media requests (PAC)
- Action 3.1.1.4 Develop a mechanism whereby ACMT can proactively interact with the media on timely issues of toxicological importance including developing press releases, editorials and op-ed articles (PAC)

Objective 3.2: Increase visibility of ACMT and its members to healthcare systems, medical organizations, scientific organizations, and professionals with an interest in medical toxicology

Outcome 3.2.1:

By the end of three years, at least 1 research project and publication looking at the cost-efficacy and utilization of medical toxicology services will be completed.

- Action 3.2.1.1: Develop an RFP for a \$5,000 research award soliciting research proposals that would address the cost-efficacy and utilization of medical toxicology services (BOD & RC & PC)

Outcome 3.2.2

Maintain and establish new partnerships with external organizations

- Action 3.2.2.1: See Objective 3.3

Outcome 3.2.3

Establish an affiliate membership category in order to engage others with an interest in medical toxicology who are not certified

- Action 3.2.3.1: Ask the membership to consider a bylaws change that would establish a new affiliate membership category for non medical toxicology board certified physicians and non-physicians with an interest in medical toxicology (BOD)

Outcome 3.2.4

Increase the number of international members of ACMT by 25% over 3 years

¹⁰ PAC - Public Affairs Committee

Action: 3.2.4.1: Continue to recruit eligible international members to join ACMT and track their numbers in the membership (International C)

Action: 3.2.4.2 Support the ACMT International Committee to engage with other toxicologists overseas (BOD)

Objective 3.3: Develop meaningful relationships with other organizations

Outcome 3.3.1:

Over the next three years, ACMT will maintain ongoing relationships with current and/or former external partnering organization

Action 3.3.1.1: Maintain a partnership with the Agency for Toxic Substances and Disease Registry (ATSDR/CDC) to develop and provide environmental education and consultative activities (ATSDR)

Action 3.3.1.2: Maintain a partnership with the Radiation Emergency Assistance Center/Training Site (REAC/TS) to provide terrorism preparedness training (ATSDR)

Action 3.3.1.3: Develop new relationships with Department of Homeland Security (DHS) to provide terrorism preparedness consultation and training (ATSDR)

Outcome 3.3.2:

Within three years, at least one joint program with another scientific or medical organizations that has similar interests and goals as ACMT will be established

Action 3.3.2.1: Explore developing relationships with external medical and scientific societies (MMS¹¹, AMS¹²)

Outcome 3.3.3:

Within three years, at least one joint program with a non-medical organization that has similar interests and goals as ACMT will be established.

Action 3.3.3.1: Explore developing relationships with non-medical non-scientific organizations who target the public (PAC)

Objective 3.4: Select and develop future leaders in ACMT

Outcome 3.4.1:

Within three years, a comprehensive program introducing ACMT to fellows-in-training (FIT) and providing opportunities for fellows-in-training to participate in ACMT activities will be in place.

¹¹ MMS - ACMT Medication Management Section

¹² AMS - ACMT Addiction Medicine Section

- Action 3.4.1.1: Create an electronic handbook for new members with detailed explanation about ACMT, its mission, its benefits, activities, committees, mentorship program, and list-serve of FIT (MC)¹³
- Action 3.4.1.2: Continue to recruit annually a fellow-in training to serve as an intern on the JMT Board (MC)
- Action 3.4.1.3: Develop a Board of Directors intern position for a fellow-in-training (BOD)
- Action 3.4.1.4: Continue to support the MTFITA committee (BOD)
- Action 3.4.1.5: Continue to support FIT roundtables at annual conferences (EC)
- Action 3.4.1.6: Actively recruit FIT to participate in committees and other major ACMT activities (MC)
- Action 3.4.1.7: Develop website content that is targeted specifically for FIT (WC)

Outcome 3.4.2:

Within three years, there will be a 25% increase in the number of recent graduates involved in ACMT committees and programs.

- Action 3.4.2.1: Measure number of FIT grads involved in ACMT programs (MC)
- Action 3.4.2.2: Continue to solicit involvement of recent grads in ACMT programs (MC)
- Action 3.4.2.3: Develop young professional section for recent FIT grads who are within 8 years of graduation (MC)
- Action 3.4.2.4: Charge Committee Chairs with recruiting at least one new graduate to their committee.

Outcome 3.4.3

At least 90% of current members will renew their membership on an annual basis

- Action 3.4.3.1: Emphasize benefits of membership to renewing members (MC)

Outcome 3.4.4

At least 95% of fellows-in-training will join ACMT as Associate Members

- Action 3.4.4.1: Emphasize benefits of membership to prospective members (MC)

¹³ MC – Membership Committee

Outcome 3.4.5

At least 50% of new FACMT eligible members will apply for FACMT status

- Action 3.4.5.1 Emphasize benefits of FACMT to prospective FACMT eligible members (MC)

Outcome 3.4.6

Continue to recognize ACMT members who have distinguished themselves in education, research or service to the College by providing awards to deserving members

- Action 3.4.6.1 Continue to solicit on an annual basis nominations and select recipients for the ACMT Awards for Excellence in Education, Excellence in Research, and Service to the College (AC¹⁴)

GOAL 4: To Be The Pre-Eminent Education Resource For All Issues Related To Human Poisoning

Objective 4.1: Further develop state-of-the-art educational content

Outcome 4.1.1:

ACMT will continue to develop and improve upon content for seven existing educational modalities

- Action 4.1.1.1: Develop and improve upon content for the following seven existing educational modalities:
1. Annual Spring Conference (EC)
 2. Biennial Board Review Course (EC)
 3. Seminars in Forensic Toxicology (EC)
 4. Chemical Agents courses depending on availability of external grant funding (ATSDR)¹⁵
 5. Meth courses depending on availability of external grant funding (ATSDR Group)
 6. Monthly National Case Conference (EC)
 7. Biennial on-line LLSA Review (EC)

Outcome 4.1.2:

Over the next three years, ACMT will develop content for seven new educational modalities to expand the educational efforts of the College.

- Action 4.1.2.1: Develop new content for the following seven modalities:
1. “Master Lecture” program of the most regarded names in the College to be distributed online to allow access to all FIT (EEC¹⁶)

¹⁴ AC – Awards Committee

¹⁵ ATSDR – ACMT-ATSDR Cooperative Agreement Program

2. Develop other enduring educational activities (EEC)
3. Develop a quarterly podcast for Journal of Medical Toxicology (JMT¹⁷)
4. Develop a new chelation course for the CDC to be held Feb 2012 (ATSDR)
5. Continue to develop satellite courses targeting nontoxicologist physicians and affiliate members in conjunction with the Spring Conference (E)
6. Develop National Journal Club (FDC)
7. Develop new webinars for ATSDR Coop Agreement (ATSDR)

Outcome 4.1.3:

By the end of three years, a CME tracking program will be in place to track those who demonstrate increase knowledge from ACMT Educational Content

- Action 4.1.3.1: Develop a system to demonstrate increase knowledge from ACMT developed educational content (ie for enduring education modules using post test questions) and to track all who receive CME utilizing ACMT developed content (EC & EEC)

Objective 4.2: Further promote to and expand the audience for educational efforts by ACMT

Outcome 4.2.1:

Over the next three years, ACMT will double the number of educational activities targeting professional audiences using existing and new educational platforms and the content developed in Objective 4.1

- Action 4.2.1.1: Track the number of presentations given (EC, EEC)

Outcome 4.2.2:

By the end of three years, the attendance at ACMT Educational Conferences (both in person and by webinar) by members and non-members will have doubled.

- Action 4.2.2.1: Promote ACMT educational activities listed in Objective 4.1 to ACMT members through the website, emails, social media and other means of communication (EC, EEC)

- Action 4.2.2.2: Promote ACMT educational activities listed in Objective 4.1 to non-ACMT members through the website, emails, social media and other means of communication and by expanding the ACMT database of prospective non-member attendees (EC, EEC)

¹⁶ EEC – Enduring Education Committee

¹⁷ JMT – Journal of Medical Toxicology Editorial Board

Action 4.2.2.3: Track all ACMT members and non-members who attend any ACMT educational activities listed in Objective 4.1 (EC, EEC)

Outcome 4.2.3

In the next 3 years ACMT will increase the number of ACMT Forum discussions by 200% and increase the number of Forum users by 200%

Action 4.2.3.1: Continue to optimize ease of use of the Forum (WC)

Action 4.2.3.2: Promote the ACMT Forum to members and non-member forum users by reminding Forum users how best to use the forum (WC)

Action 4.2.3.3: Invite members of other toxicology societies to use the Forum (WC)

Action 4.2.3.4: Measure the number of Forum discussions and number of individuals who use the Forum (WC)

Outcome 4.2.4:

In the next 3 years ACMT will increase the number of submission to JMT by 100%

Action 4.2.4.1: Invite those who present original research at medical toxicology meetings to submit manuscripts to JMT (JMT)

Action 4.2.4.2: Measure the number of submissions and acceptances to JMT (JMT)

Outcome 4.2.5:

ACMT will continue to provide its members with a bimonthly newsletter

Action 4.2.5.1: Solicit news about ACMT members, ACMT activities and external toxicological interest items for the bimonthly newsletter (PubC¹⁸)

Objective 4.3: Maximize ACMT impact on fellowship training

Outcome 4.3.1:

Increase the number of FIT who participate in the Spring Conference either by presenting at the FIT Research Symposium, original research, or the open mic session to 50% of all FIT.

Action 4.3.1.1: Promote the ACMT Spring Conference to fellowship programs and track FIT participation in these programs (FDC)

¹⁸ PubC – Publications Committee

Outcome 4.3.2:

Increase the number of programs that participate in ACMT virtual and enduring educational events to 75% of FIT

- Action 4.3.2.1: Promote use of ACMT developed enduring educational materials including webinars, National Case Conference, National Journal Club and other virtual educational materials developed by ACMT and track the number of FIT who participates in these activities (EEC)

Outcome 4.3.3:

Measure the number of recent FIT who attend the Board Review Course per cycle (Fellowship Directors C)

- Action 4.3.3.1: Continue to promote the BRC to recent FIT and track the number of recent FIT who attend the BRC (FDC)

Outcome 4.3.4:

Increase the number of FIT who take advantage of the ACMT Mentorship and Professional Development Program to 20% of all FIT

- Action 4.3.4.1: Increase awareness among fellowship program about the ACMT Mentorship and Professional Development Program and track FIT participation in this program (MP)

Outcome 4.3.6

Seek 80% participation of FIT in the annual ACMT FIT Inservice Examination

- Action 4.3.6.1: Provide an annual FIT Inservice Examination and track the number of FIT who take the examination (FDC)