

NIH Child Care Board Meeting Minutes
January 16, 2014
Natcher Conference Center, Room F.

Members in Attendance: Brian Rabin, Andria Cimino, Rosalind King, Zhiyong Lu, Sybil Philip, Heather Rogers, Sheri Schully, Reaya Reuss, Erin Williams, Tim Tosten, Christine Moretto Wishnoff, Wendy Knosp, Anastasia Aksyuk, Lynn Adams, Eva Chen, Mary Ellen Savarese, Tonya Lee, Julie Haffner

Center Liaisons Attending: Childkind: Jaydah Wilson **POPI:** Jen Rooms, Karen Salaam, **ECDC:** Andrea Brush

Members Absent: Jason Levine, Julie Berko

Guests:

Victoria Gudeman, ORS, Employee Assistance Program, Intern
Nicole Scarborough, OHR
Madelyn Brewer, ORWH
Kelly Ashworth, OHR

I. Welcome and Introductions of Members, Liaisons and Guest- Dr. Sheri Schully

Dr. Schully welcomed Board Members, Liaisons, and Guests.

II. Approve December Minutes – Mr. Brian Rabin

Chair Rabin asked for approval of the Minutes from the December Board Meeting. Minutes were approved and accepted.

III. Back-up Committee provided Child and Dependent Back-up Care Pilot Program Evaluation and Recommendations. Dr. Zhiyong Lu - (Action Item)

Dr. Lu presented a history of how the Back-up Care Program came to be. He explained the funding of the three year pilot program. Dr. Lu utilized several charts and graphics showing the dynamics of the program. The oversight and evaluation process of the program was explained. He illustrated the demographics of usage and types of care utilized. The key point of his briefing was the effectiveness of the program and the benefits to NIH in regards to intramural, extramural, patient care, recruitment, retention, budgetary impacts, and overall support to the scientific mission of NIH.

Dr. Lu added that after analyzing the data presented, it is the Back-up Care Program Committee's recommendation that the Program continues. Dr. Lu felt that it would be advantageous to seek support letters from various IC's including the Woman in Biomedical Careers and Woman in Science. It was suggested by Dr. Rosalind King to request letters of support from the Program Leadership Committee (PLC).

There were several comments about the Program's evaluation including;

- What are the different types of care? There needs to be a clear definition.- (Ms. Reaya Reuss)
- What are the cost savings? And could the low percentage of elder care be due to lack of knowledge, within the NIH community, of the service?- (Ms. Erin Williams)
- Do we present a strong enough case to keep the program? It may not be as much about financial savings, but rather a tool for the scientific work at NIH to continue with fewer disruptions.- (Ms. Tonya Lee)

- Money is still important, when reading the report.- (Dr. Anastasia Aksyuk)
- What is the issue to focus on? What is different from before the program started and at the end of the pilot period? Maybe need some testimonial letters.- (Ms. Andrea Cimino)
- Consider the causation of the Return on Investment. Higher liability because people are not taking leave.- (Ms. Reaya Reuss)
- It is evident people are dedicated to their work/research, because instead of using leave, people are willing to pay out of pocket up to \$16.00 per hour. That shows a commitment to their work and productivity.- (Ms. Mary Ellen Savarese)
- It could also be that people are out of leave. (Dr. Rosalind King)
- The timing of this report is very important. The Child Care Program Team will need to work on contract proposals. The Board will have to submit a report to leadership by early February, Board Chair Brian. Rabin will send a letter to Dr. Collins, NIH Director to request continuation of the program.- (Ms. Mary Ellen Savarese)
- Maybe send a letter to Chris Major. (Mr. Brian Rabin)
- We can bring it up to Woman of Science, with a draft to them as a forward. (Dr. Sheri Schully)
- The Child Care Program Team would need comments by Monday. (Ms. Tonya Lee)
- A presentation could be presented to EO's and Scientific Directors, including Dr. Wyatt. (Ms. Tonya Lee)
- ORS Advisory Committee should look at this program when determining budget, before budgets gets crunched. (Mr. Tim Tosten)

Dr. Lu asked the Board to move forward to a vote. Ms. Reaya Reuss added "As amended" Board Chair Brian Rabin called for a Vote.

Motion was approved to move the report forward to Dr. Collins with letters of support.

IV. Chair's Report and Updates – Mr. Brian Rabin

North West Child Care Center (NWCCC): Ms. Savarese provided the Board with an update on the progress of the Northwest Child Care Center Project. A recent partnership meeting was held where drawings were presented to include the changes related to security and fire requirements. The budget for the project has been revised and NIH was introduced to a new construction team who will be working on the site. In the upcoming months, NIH will see a sign erected and 1500 dump trucks bring dirt to build the site up. A construction trailer will also be brought in soon. Due to weather and financial constraints, the ground breaking ceremony is tentatively scheduled in April. Office of Research Facilities (ORF), the Child Care Team, and the Board will participate in the planning of the groundbreaking. The construction team is very optimistic that the project will be completed in one year, with an opening date of May and full capacity by September 2015.

- Ms. Lee added that a lot of work will need to be done by the Waiting List Committee to determine how the NWCCC will be added to the NIH Waiting List.
- Dr. Lu asked about Childkind and Ms. Lee clarified that the children of Childkind will be moved to the new center but "Childkind" the business will not. There will be 170 spaces with approximately 60 staff members. Ms. Lee also added, in regards to staffing, that the new provider would be required to offer the Childkind's existing staff an interview. Not all 60 staff and 170 children would start on the same day, there would be a steady ramp up to full capacity.

Tribble Amendment: Mr. Tim Tosten proposed changing the committee name to Legislative Changes for Community Options for NIH Child Care. Mr. Tosten mentioned the current committee members and invited others to join. Dr. Aksyuk shared interest in joining the committee. Mr. Tosten stated that the group needs to set a meeting date.

V. NIH Leave Bank –Nicole Scarborough

Ms. Scarborough explained the dynamics of the Leave Bank Program. The program had an excellent kick-off with 3500 members signing up with a total of 34,000 hours of leave banked. A Lunch and Learn Seminar was offered and if anyone is interested in reviewing it, Ms. Scarborough can email the link. Ms. Lee offered to post information on the Parenting Listserv.

VI. Issues of Dependent Care- Board Members Discussion

Mr. Rabin began the discussion referencing Colleen Barros comments about limited resources to address Dependent Care issues. She also asked, why create another group and maybe the Child Care Board should assist. Chair Rabin also discussed possibly creating a Sub-Committee to discuss and gather feedback to this complex issue, as well as partnering with the Wellness Council.

- Ms. Chen elaborated that the Employee Assistance Program (EAP) regularly has clients come in with Dependent Care issues. It would be beneficial to know all the resources that are available to the NIH Community.
- Dr. Schully asked if EAP could do a presentation on Dependent Care issues.
- Ms. Savarese suggested that the Board should reach out to the Wellness Council to discuss the topic. She also felt that the Women of Biomedical Careers and the NIH Retiree Alumni Association may be interested in getting involved.
- Ms. Cimino referenced the comments on the Life@NIH Survey, showing a clear need for resources. Health and Human Services has many resources that could be linked to websites.
- Ms. Williams stated that the National Institute of Aging (NIA) has a wealth of information, which can be shared.
- Ms. Lee mentioned that the Child Care Team is in the process of revamping the NIH Child Care Program website and asked, “What information should we provide regarding this topic?”
- The Board agreed that there are abundant resources available to the NIH community but, not a clear avenue to access them.
- Mr. Tosten stated that there needs to be a Champion for the Dependent Care cause. There needs to be a “One-Stop-Shop” for information on Dependent Care issues and concerns.
- Mr. Rabin brought the group back to establishing a Sub-Committee to lay the groundwork and possible partnering with EAP and the Wellness Council. They should meet in the beginning of February. The Board could present to the Wellness Council in March or April.

VII. Announcements and Adjourn

- Ms. Haffner announced and distributed a Summer Care Flier. Announcing the various resources the NIH Child Care Program has compiled to support families seeking Summer Care and Camps for their children.
- Ms. Gudeman had two announcements from EAP. They will be offering a presentation on 28 January, 2014 about Caregivers Stressors, as well as a 6 week rotated seminar about Coping Skills.

The meeting was adjourned at 11:55 am.

The next Board meeting will be March 6, 2014.