

Aging and Adult Dependent Care Committee (AADCC)
December 17, 2024 Minutes, 2:00 – 4:00 PM
Microsoft Teams

Attendees:

Susan Borst
Mark Rubert
Tammie Edwards
Leon Reynolds
Linda Owen
Ann Stephan
Maggie Fletcher

Martina Lavrisha
Debbie Henken
Mike Lindquist
Jessica Mack
Gregg Nelson
DeAnna Knox

Melissa Porter
Dan Xi
Judith Perez-Caro
Valerie Gregorio
Kathel Dunn
Rachel Doherty
Maria Helena Garcia

I. Welcome and Introductions

Melissa Porter opened the meeting welcoming members, guests, liaisons, and announced there would be a closed session for voting members at the conclusion of the meeting. Guests introduced themselves; included were Rachel Doherty (NIAID), Valerie Gregorio (CC), Kathel Dunn (NLM), Maria Helena Garcia (NIMH), and Judith Perez-Caro (NIHBI). It was announced that meetings are open, and all are invited to join these quarterly meetings.

II. Approval of September 17, 2024 - AADCC Meeting Minutes

A motion was made to approve minutes by Debbie Henken, and the motioned was seconded by Jessica Mack. Minutes were approved by voting members.

III. ORS Updates – Gregg Nelson/Tammie Edwards

Gregg Nelson, DATS Branch Chief, shared updates from the ORS Team. The AADCC Annual Summary Report was reviewed and routed to ORS Leadership. Mr. Nelson shared that he is looking forward to the upcoming year and renewed support of this committee's work. The 2023 Annual Summary Report was forwarded with endorsement of the extension of the new charter. It was signed by the Deputy Director of Management and executed on Friday, Dec. 16, 2024. There are many ways ORS supports AADCC through Adult Caregiving Peer Circles, Lunch & Learn Webinars, Work & Family Month (October), Take Your Child to Work Day (April 24, 2025), postings to the AADCC Webpage, AADCC Membership Drive, and through AADCC meeting planning and support. New membership and website updates will post in January 2025.

Gregg Nelson invited Tammie Edwards, DATS Division Director, to provide additional updates. Ms. Edwards shared she has been in conversation with Tim Tosten and Colleen McGowen as to how ORS can better support this AADCC team and will examine efficiencies. Mr. Tosten will be meeting with co-chairs in December and is scheduled to attend the upcoming meeting on February 18, 2025. ORS is restructuring their leadership, and Ms. McGowan announced Mr. James (Jay) Day as the new ORS Deputy Director for Safety, Security, and Campus Services. Mr. Tosten will report to Mr. Day in the future. Ms. Edwards congratulated the AADCC committee on the renewal of the charter and looks forward to the committee work ahead.

Melissa Porter commented that Mr. Tosten and Mr. Day are welcome to attend AADCC meetings and the committee is happy to provide them with time needed to participate in committee meetings. Also announced, the AADCC Annual Report and Renewal of Charter will be posted to the website in January 2025.

IV. Reports & Working Groups

Leadership Group- Melissa Porter welcomed Mark Rupert as the new co-chair of the AADCC committee. Both Ms. Porter and Mr. Rupert's terms will end in December 2025, and they encouraged members who are interested in committee membership to have conversations with them now to identify individuals who are willing to serve. Please reach out to Ms. Porter, Mr. Rupert, or Ms. Borst about mentorship into this new role.

Membership Group- Mike Lindquist/ Mark Rupert. Several members of the ADDCC have retired, left employment at NIH, and are rotating off the committee. A November recruitment effort has been underway, and we have several applicants who have forwarded applications for consideration.

Communications Group- Melissa Porter reported on behalf of Cooper McClendon sharing the communications goals for the committee, shared objectives to support those goals, and NIH Health Observance Calendar. Ms. Porter shared outcomes from this committee's work plan including an Elder Care Coach and Parenting Coach Bookmark, co-sponsorship of Work & Family Month Webinars with NIA and Child and Family Programs, and finally Meet and Greet videos for inclusion in the Work and Family Month Calendar.

Collaborative Resources and Webinars – Dan Xi spoke of the Senior Project Reporting. This project was started two years ago with the purpose of conducting interview experiences with senior-level staff at the NIH focused around ten questions regarding knowledge and use of comprehensive services, productive aspects of aging at the NIH, and what other services might be considered with a growing adult and aging population. Martina Lavrisha added some additional comments and perspective on the breath of services provided at the NIH. The committee has reached out to ten senior-staff interviewees but have only been successful interviewing two individuals. In one case, the interviewee mentioned that she has staff under her position who share resources with other employees. Other feedback obtained was that there was not a compelling need by their unique small group for comprehensive adult and elder resources. It was suggested that sharing information throughout different fairs throughout the year will allow these important elder and adult services to be more visible and build awareness across the NIH.

Mike Lindquist asked about the bookmarks and plan to distribute information through ICs. Additional marketing materials can be obtained through Susan Borst. Infographic information is also posted on the website. Ms. Porter encouraged members to share information to stakeholder groups and ICs.

Kathel Dunn asked a question about one of the statements made by one of the interviewees regarding salary earnings. Ms. Porter spoke of the difficulty with younger investigators ability to move upwards. As senior research investigators continue to work late into their careers how can younger investigators move up. Perhaps identifying new ways to recognize an Emeritus status while making space for younger research staff to move up. This is not a situation unique to NIH – a disengagement to life's work. Perhaps, OHR is a better space to explore this situation or scenario.

Martina Lavrisha and Deborah Henken shared a common interest in helping seniors through phased retirement, recognition of longitudinal perspectives, sharing purposeful work through mentorship, and expanding social and scientific connections and purposefulness in their work experiences.

Dan Xi suggested that future interviews should expand beyond senior leaders and Kathel Dunn wondered if there might be opportunities through NIH Office of History for oral histories to capture papers,

research, and work histories. Does NLM have a program for this opportunity? Debbie Henken mentioned a creative possibility/opportunity for intramural post-docs (Fel-Com) to bring young and old together for seniors to stay engaged and provide networking for a younger work force.

Susan Borst reported that 2025 Webinar Planning is underway. AADCC collaborates with Child and Family Programs during the months of April and August. Webinars are scheduled monthly on the third Thursday of the month from 1-2 PM. Looking ahead, the April 17th webinar will focus on Eldercare: Communicating with Family/Support Systems, and the August 21st webinar topic is Transitioning Adults with Special Needs to a Group Home or Care Facility. All recorded webinars are archived on the Child and Family Programs page, https://ors.od.nih.gov/pes/dats/childcare/Pages/parent_seminars.aspx

V. Old Business and New Partnerships Updates

Mike Lindquist spoke with Ann Stephan (EAP) about the continuation of peer groups once a month. Ms. Stephan commented that EAP is happy to help facilitate these continued groups and hopes to start these support groups after the start of the year in January 2025.

Melissa Porter reported on Partnership with EDI on Adult and Aging Initiatives and Support Opportunities, as well as, becoming an Employee Resource Group (ERG). AADCC participated in an EDI Resource Fair during Caregivers Month on October 7-8, 2024.

VI. Data Sharing

Melissa Porter shared the following data points from LifeWork Strategies. This data about the Back-up Care program is related to adult care. Registrant Data -16% of participants utilized adult care services with 3% using “in-home” care support.

Consensogram- Informal data collected during Work and Family Month shows a greater awareness and use of services. NIH aging and adults are taking advantage of services, particularly webinars, legal and financial services, listservs, and in-home care.

Interest in serving on Committees – Please email Susan Borst to share your desired interest and work group.

Thank You for your AADCC service! With appreciation, we bid farewell to Martina Lavrisha, Cooper McLendon, Jill Bartholomew, Donna Easterday, Shilpa Amin, Gary Morin, and Louie Brennan.

Martina Lavrisha asked for a committee member to volunteer to manage the Adult Listserv. Postings happen weekly and the primary task is to coordinate a calendar for posting dates. Jessica Mack volunteered to meet with Martina Lavrisha for additional guidance and mentorship.

VII. Announcement and Adjournment

Melissa Porter reminded all attendees of the next meeting on Tuesday, February 18, 2025, from 2:00 – 4:00 pm. She wished all members, guests and liaisons a happy holiday season and requested voting members to stay on for a closed session.

VIII. Closed Session for Voting Members