

**NIH CHILD CARE BOARD MEETING MINUTES**  
**November 1, 2007**  
**Rockledge II Room 3087**

**Members in Attendance:** Valerie Durrant, Angela Magliozzi, Jayne Lura-Brown, Kim Plascjak, Tracy Waldeck, Heather Rogers, Susan Persons, Henry Primas, Rachel Weinstein, Hillary Fitis, Bob Sheridan representing Robert McDonald, Mary Ellen Savarese, Tonya Lee

**Voting Members Absent:** Lisa Strauss, Christie Baxter-Espinoza,

**Center Liaisons Attending:** POPI: Paulina Alvarado, Nikolay Nickolov, ECDC: Anne Schmitz, Beth Levy, Child Kind: Jaydah Wilson, James Pickel

**Guests:** Christine Major, Evan Aine

- I. **Welcome and Introductions** - Chair Valerie Durrant welcomed guest Chris Major, Director Office of Human Resources/Office of Strategic Management and Planning and her colleague, Evan Aine. Chair Durrant also welcomed ChildKind liaison James Pickel.
  
- II. **The Changing Work Force at NIH** – Christine Major presented *The Changing Workforce at NIH* PowerPoint presentation. The agenda covered the Human Capital Life Cycle, Human Capital Assessment, Increased Outsourcing, Mapping of 2006 Initiatives to the Human Capital Life Cycle, Younger Workforce with a Different Philosophy about Life and Work, and ended with a question to consider: *What steps should NIH take in the next five years to be a strong competitor in the new work place?* Some of the main points were:
  - 59% of the NIH workforce population is female
  - Currently there are 4 generations in the work force, each with very distinct philosophy of life and work
  - 56% of the workforce are Baby Boomers (1946-64)
  - 29% of the workforce are Generation X (1965-77)
  - On the 2006 federal Human Capital survey, paid vacation time was rated highly
  - On same survey, areas rated low were child care subsidy, work/life offerings, long term care insurance and telework/telecommuting programs

NIH employees had a low positive response to satisfaction with child care subsidies. A discussion followed concerning the response to child care subsidy. The Child Care Subsidy program has been a pilot since 2005 and has not been advertised due to a waiting list. The survey question did not offer an opportunity for participants to indicate why it was rated low.

**III. Report from the Chair/December Board Meeting Planning** - the December Board meeting will include a presentation by Dr. Suzanne Bianchi of the University of Maryland, on the topic of Changing Rhythms of American Family Life. There was discussion of inviting other boards and organizations to the meeting, including FAES, FELCOM, Foundation for NIH, the NIH Working Group on Women in Biomedical Careers, the Office on Research on Women's Health, FEW, NICHD Work Life Research office and Staff Clinicists group.

IMPAQ International, the contractor for the child care needs assessment currently in process, will use the December meeting to conduct interviews of the Board as stakeholders for the bench marking of NIH child care services.

**IV. Approval – Minutes for September** - Chair Durrant called for a vote to approve the minutes from the September, 2007 meeting. Minutes were approved.

**V. Membership Committee/Election of Officers** - Kim Plascjak, Chair of the Membership Committee, asked if there were any other nominations for Chair and Vice-Chair. There were none. Ms. Plascjak called to vote the positions of Board Chair and Vice-Chair. Dr. Valerie Durrant was elected in as the Chair, and Ms. Jayne Lura-Brown was elected in as Vice-Chair.

**VI. NIH Parenting Festival** – The question was raised whether there should be a Parenting Festival 2008. The overwhelming response from the Board was yes. There was discussion to expand the festival to include group discussions, conduct seminars over several months, offer seminars for specific ages of children, and include other resources for families. Possible topics include early signs of autism and obesity. Due to the location and financial restrictions, expanding the festival in a large degree in 2008 may not be an option. Mary Ellen will check with the NIH Work Life Center on their willingness to partner and share some of the expenses. The Parenting Festival and Communication Committees will determine November meeting dates.

**VII. Announcements -**

The meeting was adjourned at 12:00 PM.

**The next meeting will be December 6, 2007  
Natcher Conference Center/ Bldg 45**