

**NIH Child Care Board Meeting Minutes
December 6, 2007
Natcher Conference Center Room G**

Members in Attendance: Valerie Durrant, Lisa Strauss, Angela Magliozzi (teleconference), Kim Plascjak, Susan Persons, Henry Primas, Rachel Weinstein, Hillary Fitis, Jeff Fellows (representing Robert McDonald), Lynn Hudson, Mary Ellen Savarese, Tonya Lee

Voting Members Absent: Christie Baxter-Espinoza, Jayne Lura-Brown, Tracy Waldeck, Heather Rogers,

Center Liaisons Attending: POPI: Paulina Alvarado, Child Kind Liason: James Pickel

Guests: Michael Kirsch and Eileen Poe-Yamagata, Michael Difilippantonio

- I. **Welcome and Introductions** - Chair Valerie Durrant welcomed guest Michael Kirsch and Eileen Poe-Yamagata from IMPAQ International, Inc. and Michael Difilippantonio representing NIH Staff Clinicians.
- II. **Approval – Minutes for November** - Chair Durrant called for a vote to approve the minutes from the November, 2007 meeting. Minutes were approved.
- III. **NIH Child Care Needs Assessment** - Michael Kirsch presented *The Interim Results to the NIH Child Care Needs Assessment PowerPoint* report. The presentation covered the objectives and methodology, results from the stakeholder interviews, summary of the 2007 NIH Parent Listserv Survey results, and general conclusions about strengths and weaknesses of NIH Child Care Programs, Services, and Resources.

The main points were:

- Objectives: to assess the current services offered and develop future recommendations for improvements.
- Data was collected by a variety of means including a literature review, interviews, surveys and benchmarking analyses.
- Stakeholder interviews reflected two main purposes in the role of child care in meeting the NIH mission: recruitment and retention. Personal experiences reflected that services were of high quality, especially the child care centers. The challenges were high cost, long waitlist, limited number of on-site and off-site child care centers and awareness of program and services.
- 2007 NIH Parent ListServ Survey demographics
 - ❖ 71% youngest child was younger than 3 years
 - ❖ 87% household income greater than \$70,000
 - ❖ 87% had a child enrolled in a child care program
 - ❖ 46% were in NIH sponsored child care centers
- Results of 2007 NIH Parent ListServ Survey
 - ❖ Child care did not have a high impact on recruitment (37%) but it was factor in retention (67%)

- ❖ 79% rated the quality of NIH programs compared to other organizations as better or about the same
- ❖ 22% of respondents rated the quality of services as “worse”, however, this may be related to the length of time a family may wait for a space in an NIH child care centers.
- In response to Additional Child Care Services to be offered
 - ❖ 76% Additional child care centers
 - ❖ 64% Flexible work schedules
 - ❖ 55% Sick child/emergency care
 - ❖ 45% Before/after care
 - ❖ 34% Increase child care subsidies
 - ❖ 30% Child care centers in local areas
 - ❖ 26% Parenting workshops/seminars
- General Conclusions are NIH Child Care Programs, Services and Resources support the mission by increasing employee productivity, decrease absenteeism and lower stress. It serves a lesser role in recruitment but a more important role in retention. Strengths are high quality child care, implementation of subsidy program, and improved transparency and equity of the waitlist process. Weaknesses are the limited number of NIH sponsored child care spaces, lengthy waitlist, and affordability.

The Final report of the Child Care Needs Assessment will be presented at the January, 2008 Board meeting.

IV. Report from the Chair – Chair Durrant announced receipt of a letter dated December 4, 2007 from Dr. Zerhouni, Director, and Dr. Kington, Deputy Director, NIH, in response to the Board Annual Report on Child Care. The letter indicates that the subsidy program status changed from a pilot program to a funded agency program status within Office of Research Services. The Northwest Child Care Center is in the planning for FY 2010. The Board is encouraged to continue exploring alternative child care services and solutions. The leadership of NIH is also anticipating Board review of the recommendations from the child care needs assessment and benchmarking study.

The Board reviewed a draft copy of the invitation for the January Board Meeting and a list of proposed invitees. Board members were encouraged to forward any comments or additional names to the Chair, Mary Ellen Savarese, or to Tonya Lee.

V. Announcements – Lisa Strauss announced that there was an additional before and after care program at Lourie Reginald Center, for children attending Garrett Park and Luxmanor Elementary schools. Mary Ellen Savarese stated that she would pass the information on to LifeWork Strategies.

The meeting was adjourned at 12:00 PM.

**The next meeting will be January 24, 2008
Natcher Conference Center - Building 45, Conference Room A**