Reinventing the Direct Services Workforce
Moving from “Talk to Action” on Issues Facing Eldercare and Disability Services

ANNUAL MEETING
September 27, 2018
8:30 a.m. - 12:30 p.m.
Howard Community College, Columbia, MD
Welcome to the first Annual Meeting of the Maryland Regional Direct Services Collaborative. Today’s meeting brings key leaders from the healthcare industry, educational systems, public agencies and business organizations to review, discuss and set forth the action steps needed to bring about positive and measurable change to assure the availability of a well-trained direct services workforce throughout the State of Maryland and the District of Columbia.

Since the very successful Area Wide Summit held a year ago, with the support of the many stakeholders throughout the region, we are now positioned to launch an aggressive program that will address several of the core issues affecting our mission. Having established our organizational home in partnership with the Rodham Institute and with a highly dedicated Board of Directors, we invite you to become a member of the Collaborative.

The work we continue to do together will enhance and strengthen the region’s workforce development and training opportunities that helps people find meaningful employment and in doing so results in older adults and persons with disabilities living more meaningful lives. Thank you for your part in making this happen.

William R. Leahy, MD  
Board Chair  
Maryland Regional Direct Services Collaborative

Ron Carlson  
Executive Director  
Maryland Regional Direct Services Collaborative
8:30 a.m.  **Registration**  
- Check in at the registration table in the lobby.  
  Light refreshments will be available.

9:00 a.m.  **Welcome and Introductions**  
- Ron Carlson - **Executive Director**  
  *Maryland Regional Direct Services Collaborative*  
- Kate Hetherington, PhD - **President, Howard Community College**

9:15 – 9:30 a.m.  **“Setting the Framework for Change”**  
- Jehan El-Bayoumi, MD - **Founding Director, Rodham Institute**  
  *GW School of Medicine and Health Sciences.*

9:30 – 10:00 a.m.  **“Understanding/Assessing the Regional Landscape of Training, Employment, Support and Financing the Direct Services Workforce”**  
- Jodi M. Sturgeon - **President, PHI**

10:00 – 10:30 a.m.  **“Reinventing the Direct Services Workforce”**  
- Donn Weinberg - **Executive Director, Executive Vice President**  
  *Harry and Jeanette Weinberg Foundation*

10:30 a.m.  **Special Recognition - Presentation: Paul R. Willging Award of Excellence**  
- Judah Ronch, PhD - **Professor of the Practice and former Dean of the Erickson School**  
  *University of Maryland Baltimore County*

10:45 a.m. – 12:15 p.m.  **Issues Task Force Roundtables**  
- **“Increasing Wages and Benefits”**  
  - David Rodwin - Attorney, *Public Justice Center* - *Baltimore*
- **“Strengthening Training and Education”**  
  - Michael Nolin - **Paul R. Willging Endowment Executive Committee**
- **“Enhancing Workforce Supply”**  
  - Sarita Gupta - **Co-Executive Director, Jobs with Justice; Co-Director, Caring Across Generations**

12:15 – 12:30 p.m.  **“Setting the Blueprint for Change”**  
- Dr. Willliam R. Leahy - **Board Chair**  
  *Maryland Regional Direct Services Collaborative*

12:30 p.m.  **Adjourn**
RON CARLSON

Mr. Ronald H. Carlson currently serves as the Chair of the Paul R. Willging Endowment. Previously, he served as research associate with University of Maryland Baltimore County’s “The Hilltop Institute,” and was director of the Policy Analysis Center established by the Horizon Foundation. Mr. Carlson was the president and founder of the Institute for Community Health focused on both community and population health improvement. He earlier served as the director of community health with the Center for Health Policy Studies and was senior researcher for the National Academy of Public Administration. Mr. Carlson was a founding member of the Senior Executive Service and held senior health care policy positions in the United States Department of Health and Human Services for more than three decades.

In 2012 he was instrumental in establishing the Paul R. Willging Endowment and Lecture Series in partnership with the Howard Community College that provides scholarship support to students pursuing careers in gerontology and the care of seniors. As the program evolved, he facilitated the current working collaboration between the Endowment and the Erickson School of Aging/UMBC toward furthering the mission of advancing the development and training of the direct care and paraprofessional workforce across Maryland.

JEHAN EL-BAYOUMI, MD

Dr. El-Bayoumi was born in Florida, raised in East Lansing, Michigan and attended the University of Michigan in Ann Arbor for both undergraduate and medical school. She then moved to Washington, D.C. in 1985 to complete her internship, residency and chief residency in internal medicine at the George Washington University School of Medicine and Health Sciences (SMHS). After completion of her training, she joined the Division of General Internal Medicine at GW. Dr. El-Bayoumi served as clerkship director for many years prior to becoming the Internal Medicine Residency Program director in 1998, and remained in that role for 15 years. Dr. El-Bayoumi is a professor of medicine and she has a very active clinical practice.

Learning how to better educate and evaluate learners, from all levels has been a long-standing interest of hers. She has lectured and taught in the GW Milken Institute School of Public Health, the School of Medicine and Health Sciences (SMHS), and the SMHS residency program, as well as in the community about topics such as women and minority health. She has served on the boards of Center for Women Policy Studies, National Women’s Health Network, and Arts for the Aging. She is currently serving as a board member for Whitman Walker Health.

Dr. El-Bayoumi founded the Rodham Institute to honor her patient, Mrs. Dorothy E. Rodham. She was not only a patient, but she also became her cherished friend. Mrs. Rodham was a wonderful human being who was committed to social justice and this Institute was created to honor her legacy.
SARITA GUPTA
Sarita Gupta is the Co-Director of Caring Across Generations, a national movement with over 200 national, state and local partner organizations, working to transform the way we care for one another in America. Caring Across Generations harnesses the power of social action, social media and storytelling to spark connections across generations, strengthen family and caregiving relationships, and advocate for policies that protect the dignity of seniors, people with disabilities and the people who care for them. Sarita is also the Co-Director of Jobs With Justice. She is a nationally recognized expert on the economic, labor and political issues affecting working people across all industries, particularly women and people employed in low-wage sectors, and on issues related to home care. As a member of the “sandwich generation,” Sarita is grappling with and can speak to the care issues facing more and more Americans, balancing caring for young children with caring for aging parents. She is a family care provider for her father who has Alzheimer’s. She lives in Silver Spring, MD with her husband, daughter, and parents.

WILLIAM LEAHY, MD
Dr. Leahy trained and completed degrees at Princeton University, Northwestern University Medical School and Johns Hopkins Medical Institution in Neurology. He is a founder of Neurologic Medicine, PA, a neurology practice in Prince George’s County now in its fourth decade. Dr. Leahy retired June 2017 to devote time and effort to expand the High School Home Health Aide Training Program. He began this non-profit program in 1997. He is the author of over 40 papers/chapters in neurology and the co-author of Providing Home Care: A Textbook for Home Care Aides, now in its 5th edition, and Caregiving at Home, released in 2005, responds to those requests from family caregivers, especially those in the “baby boomer” generation. Royalties from these books are the assets of the Foundation which allows for programs granting high school students access to “relevant education” and a CNA course.

MICHAEL NOLIN
Mike’s career has focused on Medicaid and community health services. He recently (2017) retired from The Hilltop Institute at UMBC where he served for twenty years as Director of Long Term Care Services and Deputy Director. The Hilltop Institute is a non-partisan organization conducting applied research and analytics in support of the Maryland Medical Assistance Program and other Maryland and national health programs. Prior to Hilltop Mike was director of a Medicaid managed care organization in Arizona and has held other executive health positions with community health centers and tribal organizations in the Southwest. Mike currently serves as Chair of the Board of Directors of Collington, a life plan community located in Mitchellville, Maryland. He is a graduate of The Catholic University of America and received his Master’s Degree in City and Regional Planning from Howard University, Washington, D.C.
JODI M. STURGEON

Jodi M. Sturgeon is President of PHI, a nonprofit committed to improving quality care for older adults and people with disabilities by creating quality jobs for direct care workers. Under her leadership, PHI has worked with hundreds of employers and achieved state and national policy victories elevating compensation for millions of home care workers.

Jodi has worked in non-profit management for 20 years. She previously held Vice President and Chief Operating and Financial Officer roles at PHI, introducing innovations that strengthened the organization’s infrastructure and programs. Prior to PHI, Jodi was Vice President of the New Hampshire Community Loan Fund, where she directed investment in housing, jobs and services for low-income individuals and families.

Jodi received a BS in Accounting from Franklin Pierce University. She received an Advanced Certificate in Government Finance Administration from Southern New Hampshire University and completed the Senior Leaders Program for Nonprofit professionals at Columbia Business School.

DONN WEINBERG

A full time Weinberg Foundation employee since 1993 and trustee since 2002, Donn Weinberg serves as the Foundation’s Executive Vice President and in-house attorney. He is a former Chairman of the Board.

Mr. Weinberg earned his BA degree in 1975 from the George Washington University where he double majored in Philosophy and Communications. He earned his law degree in 1978 from the University of Baltimore School of Law and served as Editor-in-Chief of the school’s Law Review. In law practice from 1978 through 1992, he specialized in general civil and medical malpractice litigation.

A resident of Owings Mills, Maryland, Mr. Weinberg is Chairman of the Philanthropy Roundtable of the TEVET Employment Advisory Committee of the JDC. He has been married for 39 years, the father of two married children, and a grandfather of three. He enjoys political economic philosophy and policy and their relation to issue of liberty, opportunity, personal responsibility, economic growth, and the prosperity of the working poor and middle class.

DAVID RODWIN

David Rodwin is an attorney in the Public Justice Center’s Workplace Justice Project. Among other work, David represents home care workers in employment-related claims and conducts workers’-rights trainings at workforce development organizations. Before joining the PJC in 2015, David clerked for Chief Judge Catherine C. Blake of the United States District Court for the District of Maryland, spent a year in Guatemala studying Spanish and working with landless farmers, and clerked for Judge Andre M. Davis of the United States Court of Appeals for the Fourth Circuit. David graduated summa cum laude from the University of California, Irvine School of Law, in 2012. Before law school, David spent 15 months working at a human rights organization in Gujarat, India, and two years teaching English in Kyoto, Japan. He received a B.A. from Johns Hopkins University in 2005.
The Willging Endowment recognizes your outstanding leadership in shaping the professional careers of those serving older adults. As former Dean of the Erickson School at the University of Maryland Baltimore County in 2017, you provided essential organizational support to the Planting the Seeds for Direct Care and Para-Professional Workforce Development Summit. In your long career as educator, author and as Board Chair of the Center for Innovation, you have enhanced the careers of countless professionals by focusing on person centered care for persons with dementia, caregiver education, and critical service delivery issues in the care of older adults.

Dr. Ronch is a nationally renowned expert on improving the treatment and mental well-being of elders. He is Professor of the Practice (2007- ) and former Dean of the Erickson School at The University of Maryland Baltimore County until early 2018. He earned his BA degree in Psychology from Hunter College, CUNY, in 1966 and his PhD in Psychology from Yeshiva University in 1972. He has published 6 books, numerous journal articles and professional presentations that include contributions in organizational culture and person-centered care, psychotherapy and counseling with the aged, care of persons with Alzheimer’s disease and other dementias, caregiver education, and other service delivery issues in elder care.
We invite you to partner with the Maryland Regional Direct Services Collaborative as it seeks solutions to assuring the availability of a well-trained workforce throughout Maryland and the District of Columbia.

To learn more about the program and how to become involved with the work of the Collaborative, please visit https://smhs.gwu.edu/rodhaminstitute/rodham-institute-and-maryland-regional-direct-services-workforce-collaborative-partnership

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