

**Innovative Employer Caregiving Programs**  
**Speaker Biographies**  
**Wednesday, September 17, 2008**  
**1:00–2:00 P.M. (Eastern Time)**

**Ann R. Bannes**

Ann R. Bannes is Vice President of St. Andrew's Senior Solutions an affiliate of St. Andrew's resources for Seniors. Ms. Bannes has over 25 years of professional experience in Health Care, Consulting, and Gerontology. Expertise includes specialized caregiver programs/services, business development, organizational planning, management, and administration. For the past 8 years, Ms. Bannes has specialized in Eldercare business development, education, and other pertinent aging issues with a strong emphasis on family caregivers. Ms. Bannes is a recognized speaker on aging and caregiver issues both locally and nationally. Ms. Bannes has a Bachelor of Arts in Psychology, a Master of Arts in Psychology, and a Master of Arts in Gerontology. Ms. Bannes serves on numerous community boards, coalitions, and committees.

**Dick Casali**

Dick Casali has worked for Intel since July of 2000 as a failure analysis engineer. Dick has a BS in Chemistry from Washington State University and a MS in Material Science from Oregon State University. His wife, Anne, and two boys, Logan and Nicholas, live in Portland, OR. Dick took the Powerful Tools For Caregiver's class at Intel while his parents were going through the transition from independent living to a 24 hour care in a skilled nursing facility for his mother and cancer care for his father at home. Dick helps with caregiving for his mother, who lives 450 miles away, in Clarkston, WA and assist his wife in her capacity as care-coordinator for her mother. Anne, his mom, lives locally

**Caroline E. Crocoll**

Dr. Caroline Crocoll is the National Program Leader for Family Science at the United States Department of Agriculture's Cooperative State Research, Education, and Extension Service. Dr. Crocoll provides leadership for family issues across the lifespan by enhancing collaborations with partners and stakeholders to identify challenges, opportunities, and issues warranting federal attention and support for the national family science program with a full portfolio of research, education, and extension functions. Dr. Crocoll holds a Ph.D. in Adult Education and Human Resource Development from Virginia Commonwealth University, a Certificate in Aging Studies from the Medical College of Virginia, an M.S. in Counseling and Human Development from Long Island University, and a B.S. in Psychology, from the State University of New York at Albany. Her work is published extensively and she has presented research at both national and international meetings. Dr. Crocoll is a nationally certified counselor and holds the Certified Family Life Educator and Certified in Family and Consumer Sciences designations from the National Council on Family Relations and the American Association of Family and Consumer Sciences, respectively.

**Ron Finch**

Ron Finch, Ed.D. is Vice President at the National Business Group on Health and has responsibility for the Center for Prevention and Health Services, the Institute on Health, Productivity and Human Capital, and the Pharmaceutical Council. The Center for Prevention and Health Services focuses on information and resources for preventive and other health services that are delivered through employer-sponsored health plans and work site programs. The Institute on Health, Productivity and Human Capital develops and shares solutions aimed at improving employee health and productivity. The Institute examines and supports the business relationship between population health, engagement and organizational performance. The Pharmaceutical Council is comprised of Business Group corporate members, pharmaceutical companies and pharmacy benefit management companies and functions to provide sophisticated tools and products for developing effective and efficient medications. Prior to joining the Business Group, Dr. Finch was the Director of Healthcare and the Hospital Administrator at Mount Carmel Guild Special Hospital, and the Corporate Director of Managed Benefits and Director of Employee Assistance Program at the BellSouth Corporation. Dr. Finch holds a Bachelor of Science from Memphis State University (University of Memphis). He also holds a Master of Science in Counseling Psychology from the University of Tennessee and a Doctorate in Counseling and Personnel Services from Memphis State University.

**Nancy Hudspeth**

Nancy Hudspeth is the Wellness Director for Thorlo, Inc where she designs and implements a well-balanced wellness program with incentives and measurement to lower healthcare costs and enhance the lives of employees. She has extensive experience in planning, developing, and implementing programs to enhance the health and well-being of her clients including many diverse populations and age groups. Ms. Hudspeth is currently pursuing a Master's degree in Mental Health Counseling at Capella University. She has a Bachelor's of Science in Therapeutic Recreation from The University of North Carolina at Greensboro. In addition, she has earned numerous professional certifications.

**Suzanne LaFollette-Black**

Suzanne LaFollette-Black is the North Carolina AARP Associate State Director. She has been in the aging network for over 30+ years. She presently is a long-distance caregiver of her parents. She has served in various capacities in the aging arena such as: nursing home administrator for a non-profit nursing home, Area Agency on Aging administrator, the Director of Aging in Moore County for 16+ years. She serves as a member at large of SHRM and EAPA. Suzanne's educational experience is a B.S. in Sociology with two minors in music and zoology at Northern Arizona University in Flagstaff, Arizona and she studied for a masters in Gerontology with a business minor at the University of North Texas in Denton, Texas and Ethel Percy Andrus Gerontology Center at USC in Los Angeles, California. Suzanne is Native American Indian and grew up on the Navajo and Papago Indian reservations in Arizona. She is married to Jim R. Black and has three children over the age of 18.

**Margaret B. Neal**

Margaret B. Neal, Ph.D. is Director of the Institute on Aging and Professor of Community Health in the College of Urban and Public Affairs at Portland State University. She teaches graduate courses in gerontology and research methods and leads a service-learning program to Nicaragua. Her research has focused on the challenges and opportunities of managing both paid employment and informal care to elders and how the public and private sectors can facilitate work-family integration. She recently completed a book with colleague Dr. Leslie Hammer (*Working Couples Caring for Children and Aging Parents*, Lawrence Erlbaum, 2007), and she has written several other articles, book chapters, and books (e.g., *Balancing Work and Caregiving for Children, Adults, and Elders*, Sage, 1993; *Work and Caring for the Elderly: International Perspectives*, edited with Viola Lechner, Taylor & Francis, 1999) on this and related topics. Her other research and teaching interests include issues surrounding age-friendly cities, global aging, transportation options for older adults, older workers and retirement, and health promotion strategies.

**James R. O'Hair**

James R. O'Hair, LCSW-C CEAP has spent the past thirty years in the Employee Assistance profession. He is currently the Coordinator of the Northrop Grumman ES Employee and Family Assistance Program in Baltimore, Maryland. Previously, he served as the Manager of the Employee Assistance Program for Westinghouse Electronic Systems Group, established a Members Assistance Program for the Major League Baseball Players Association, developed programs for the U.S. Dept. of Commerce and other federal government agencies and spent five years as Manager of the Occupational Programs Unit for the National Clearinghouse for Alcohol and Drug Information. Mr. O'Hair was a Presidential Appointee to the President's Commission on the Employment of People with Disabilities, the Maryland Governor's Commission on the Prevention of Alcohol and Drug Abuse and the Governor's Alliance on Alcohol and Drug Prevention, Past President of the Depression and Related Affective Disorders Association, Past President of the Chesapeake Chapter of the Employee Assistance Professionals Association, served on the Board of the International Employee Assistance Professionals Association (EAPA) as Mid Atlantic Director and later as Internal Programs Director, in 1997 he was International EAPA Member of the Year. He lives in Laytonsville, Maryland with his wife Mari Josette and they have one daughter, Elena.

**Heather O'Brien**

Heather O'Brien, MSW is an Eldercare Specialist for the Caring Workplace. She received her Bachelor's Degree in Psychology (Minor Sociology) from University of Missouri-Columbia 1998 and her MSW in 2000. She focused her individual education plan in the MSW program on working with older adults and their families. Since graduating she has worked with seniors in a variety of settings--Home Health Care, Independent Senior Housing, Assisted Living, Skilled Nursing Facilities, and most

recently in Adult Day Services. She found a passion for social work with older adults after seeing the struggle her grandparents had in finding and coordinating services after her grandfather became ill. The people who were supposed to help them ended up being another obstacle in their path and she felt like there was a real need to help others in similar situations. In her spare time, Heather loves to read, garden, swim, and spend time with her husband and cats as well as the rest of her family.

### **Kathy Shannon**

Kathy Shannon has over 25 years of experience managing health and human service organizations. For the past 15 years, her concentration has been in the areas of program development, training and quality improvement for programs serving the frail elderly. As Deputy Director of the National PACE Association, she provided technical assistance to sites across the country implementing the PACE model of comprehensive, integrated managed care and was instrumental in securing Medicare provider status for the program. Currently, Kathy manages Legacy Caregiver Services, an array of programs designed to assist family caregivers. These services include information and referral, paid caregiver training, a registry listing of available paid respite workers, adult daycare services and classes to impart tools to caregivers that will help them take better care of themselves while caring for a loved one. Ms. Shannon earned a BA in Political Science from the University of Chicago and an MA in Psychology from the New School for Social Research.

### **Ann Simmons**

Ann Simmons has been an Extension Agent, Family & Consumer Sciences with North Carolina Cooperative Extension for years almost 11 years. She currently works for the Iredell County Cooperative Extension in Statesville, NC where she plans and implements educational programs in Health, Nutrition and Human Development. Ann received her B.S. degree in Health Education from UNC-Greensboro, and Her master's in Adult Education from NC A & T State University in Greensboro, N.C. She is also a Certified Health Education Specialist. Ann is married to Al Simmons and they have two daughters, Ashley, 21 and Allison 17. Ann was a caregiver for her mother and inherited the role of caregiver for her grandmother when her mother became ill and passed away.

**Lori Strauss**

Lori Strauss works at the AARP Foundation, AARP's charitable arm that is committed to helping the most vulnerable members of our society and those at risk of falling into poverty in the second half of life. Lori coordinates the organizations' national Benefits Outreach efforts, which connect Americans 50 and older, their families, and caregivers to public benefits, and other free and low-cost programs that support health and financial security. Prior to joining the AARP Foundation, Lori worked as an AmeriCorps program officer at the Corporation for National and Community Service, the senior manager for the Association of Farmworker Opportunity Programs AmeriCorps program, and the director of the Colorado State University Upward Bound Program. She earned her bachelor's degree in sociology at Northland College, and her master's degree at Colorado State University. Lori lives in Alexandria, Virginia with her husband, son and daughter.

**Dana Vandecoevering**

Dana Vandecoevering is the Work/Life Program Manager for Intel Corporation where she has overall responsibility for Intel's US work/life programs including flexibility, childcare and eldercare. Dana also supports work/life programs in Costa Rica and parts of the greater Asia region. During her 18 year career at Intel, she has held positions in Corporate Communications, Public Affairs, Sales & Marketing and Human Resources. Dana is a recipient of the Intel Achievement Award, which is the highest honor bestowed on an Intel employee. Dana is a caregiver who shares caregiving responsibilities of her mother with her sister, Judi. Their father was their mothers' caregiver until he passed away in January 2008. Dana's mother lives in an assisted care unit in a retirement community. Dana finds her balance through volunteering. Dana volunteers for her sons' school by chairing the school auction and marketing committees and attending an occasional field trip! Dana also volunteers for Phi Sigma Sigma National Sorority where she served on the National Board of Directors and the Foundation Board. Dana is still active (13 years) in her sorority and serves as chapter advisor at Linfield College, her alma mater.

**Donna L. Wagner**

Donna L. Wagner, Ph.D. is the founding director of the Center for Productive Aging and the academic gerontology programs at Towson University. Prior to joining Towson, she was the Vice President for Research and Development at the National Council on the Aging. Dr. Wagner's research has focused on the intersection of family and work, community elders, the aging work force and rural elders. Dr. Wagner's research and publications in the area of family caregiving and employment began in the mid 1980's and includes a history of workplace eldercare programs, two national studies on long-distance caregiving, an examination of gender in the workplace as it relates to family caregiving, policy analysis and policy briefs on the topic of employed caregivers and programs that support them. Her current research includes an examination of the efficacy of workplace eldercare programs and a study of the out-of-pocket costs of family caregivers. Dr. Wagner is a Fellow of the Gerontological Society of America and Chair of its Research, Education and Practice Committee, Vice-President of the national board of the Older Womens League (OWL) and the Treasurer of the Board of Directors of the National Alliance for Caregiving, and Secretary of the Association for Gerontology in Higher Education (AGHE).