

Mechanisms for Organizational Behavior Change to Address the Needs of People Living with Alzheimer's Disease and Related Dementias

Theresa Y. Kim, PhD, MS

NIA Division of Behavioral and Social Research

National Academies of Science, Engineering, and Medicine
Washington, DC
May 23, 2022

About the NIA and DBSR

- NIA is one of the 27 institutes and centers of the National Institutes of Health understand the nature of aging
 and extend the healthy, active years of life.
- BSR is one of four extramural divisions of NIA focusing on social, behavioral, and economic research, research
 infrastructure and research training on the processes of aging at the individual and societal level.
- Cross-disciplinary research at multiple levels from genetics to cross-national comparative research, and at stages from basic through translational.
- One focus is **Alzheimer's disease and Alzheimer's disease-related dementias (AD/ADRD)** research in addition to **life course health and aging** research.
- BSR Science managed across two research branches:
 - <u>Population and Social Processes</u>: Demographic, institutional, and other factors at the population level
 including health systems, Medicare, and Medicaid, and other nationally representative longitudinal studies.
 - Individual and Behavioral Processes: Psychological, behavioral, and interpersonal processes at the individual and dyadic level; interventions.
- More about us: https://www.nia.nih.gov/research/dbsr



Relevance to NIA

As an extramural program, we receive input from experts.

 Every five years, National Advisory Council on Aging (NACA) recommends future directions.

- 2019 NACA Review recommended:
 - Supporting individual and organizational change research
 - Supporting research improving care for AD/ADRD patients and caregivers



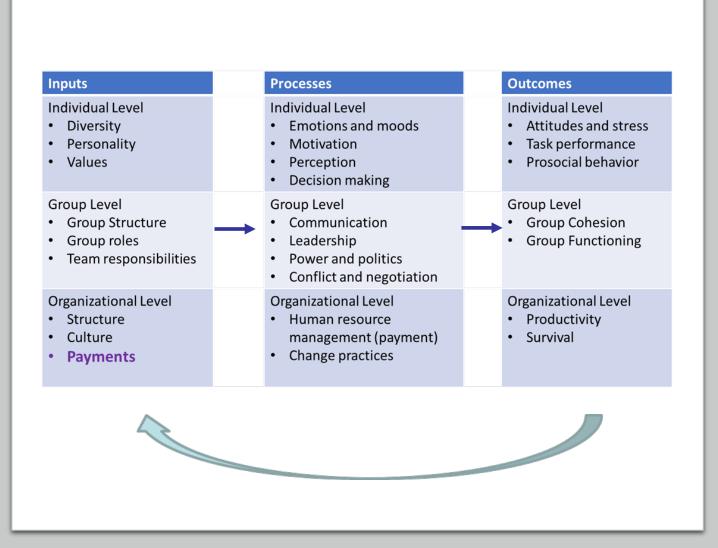
Objective

- The purpose of this workshop is to identify mechanisms in the health system to improve care of those with AD/ADRD.
- While many health systems, public health, and social service systems are re-designing their programs and processes to address the current siloed nature of care and service delivery, there remains a gap in understanding how to reliably implement organizational change initiatives to better serve people living with AD/ADRD.



Donabedian Model of System Function

- Systems receive inputs, follow processes, and produce outcomes.
- Organizational behavior (OB) is defined as the systematic study and application of knowledge about how individuals and groups act within the organizations where they work.





Payment: Central to Inputs and Processes

All available evidence suggests that how care is paid for influences processes and outcomes that organizations produce.

- Accountable Care Organizations
- 30-day re-admissions penalty
- Bundled payments for joint replacements
- Observational stays

Unknown directionality of such payment policies for people with AD/ADRD.



Thank you!

Theresa Y. Kim, PhD, MS

theresa.kim@nih.gov

☑:@NIA BSR