**Texas Statewide Health Coordinating Council**
**Texas Center for Nursing Workforce Studies (TCNWS) Advisory Committee**
**Minutes of Meeting Held Wednesday, February 26, 2020**
**10:00 a.m. to 3:00 p.m.**

**Department of State Health Services**
**Moreton Building**
**1100 West 49th Street, M-100**
**Austin, TX 78756**

### Members Attending

Pamela Burns, LVN
Jennifer DM Cook, PhD, MBA, RN
April Ernst, MSN, RN, CNE
Sheila Fata, MBA, RN, NEA-BC
Rachel Hammon, BSN, RN
Karen Kendrick, MSN, RN, CPHQ
Fu-An Lin, PhD
Lula Pelayo, PhD, RN, FAAN
Linda Rounds, PhD, RN, FNP, FAANP, FAAN
Susan Ruppert, PhD, APRN, FNP-C, ANP-BC, FNAP, FCCM, FAANP, FAAN
Courtney P. Sherman, DNP, MHA, APRN, WHNP-BC, CPH
Lisa Taylor, PhD, RN, CNS, FNP
Katherine Thomas, MN, RN, FAAN
Remy Tolentino, MSN, RN, NEA-BC
Sally Harper Williams
Linda H. Yoder, PhD, MBA, RN, AOCN, FAAN
Cindy Zolnierek, PhD, RN

### Members Absent

Gail Acuna, DNP, MA, BSN, RN
Angel Angco-Barrera,MBA, BSN, RN
Cheryl L. Johnson, RN, MSN, CDP, CADDCT

### Public Present

Virginia Ayars, EdD, MS, RN, CNE
Janice Hooper, PhD, RN

### Staff Present

Cate Campbell, MPH
Tim Hawkins
Amanda Ingram, MPH
Pam Lauer, MPH, Program Director, TCNWS
Maria Perez
Ann Barnett

| 1. Welcome and Introductions | Courtney Sherman called the meeting to order at 10:06 a.m., and welcomed the committee members, staff, and guests present, who introduced themselves. Dr. Sherman announced that the meeting would be recorded as required by the Administrative Procedures Act and the Open Meetings Act, and that members should state their name for the record when making motions. |
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| 2. Establish Quorum and Approval of Excused Absences | With 16 out of 20 members present, a quorum was established.<br><br>Gail Acuna, Angel Angco-Barrera, and Cheryl Johnson requested excused absences.<br><br>Motion to approve excused absences made by Cindy Zolnierek and seconded by April Ernst. The motion carried. |
| 3. Review of February 26, 2020 Agenda | The agenda was not reordered. |
| 4A. Approval of Minutes from the October 23, 2019 Meeting | There were no revisions to the minutes from the October 23, 2019 advisory committee meeting.<br><br>Motion to approve minutes made by Jennifer Cook and seconded by Karen Kendrick. The motion carried. |
| 4B. 2019 Nursing Education Reports | Cate Campbell presented the 2019 Nursing Education Reports.<br><br>The reports were approved with the following revisions and recommendations for consideration:<br><br>Admissions, Enrollment, and Graduation Trends in Vocational Nursing Programs<br>• Pg.3 – bullet point 4, change 2018 to 2019.<br><br>Faculty Demographics in Vocational Nursing Programs<br>• Pg.2 – Change lower to higher<br>• Pg.4- Check numbers on bullet point 5<br>• Add a trend graph for race/ethnicity<br><br>Characteristics of Vocational Nursing Programs<br>• Pg.4 – check wording of question on interprofessional collaboration and update language about graduate-level health professional students.<br><br>Characteristics of Professional Nursing Programs<br>• Pg 2. – check with THECB regarding institution types<br>• Pg 4. – remove Tech Prep courses as an option since they no longer exist<br>• Pg 7. – Clinical hours – revise percentages in text and tables to match RN to BSN report<br><br>Post-Licensure RN to BSN Education Programs<br>• Pg 1. – check on requirements |

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| | Amanda Ingram presented the Graduate Level Nursing Education Reports<br><br>Program Characteristics in Graduate Nursing Education Programs<br>• Move table on pg.2 to introduction<br>• Pg.2 change informatics to research<br><br>Admissions, Enrollment, and Graduation Trends in Graduate Nursing Education Programs<br>• Pg. 2. Fix table 3<br><br>Motion to approve reports with revisions made by Linda Rounds and seconded by Susan Rupert. The motion carried. |
| **4C. 2019 Nurse Staffing Reports** | Cate Campbell presented the 2019 Hospital Nurse Staffing Study Highlights Report.<br><br>Hospital Nurse Staffing Study – Highlights and recommendations<br>Pg.3<br>• Include recommendation of shorten workday/shift<br>• Accommodations for older/aging nurses<br>• Rename Texas Team Regional Teams<br>• Funding needed<br>• Embracing professional practice model<br>• Support for new/novice nurses for a couple of years<br>Pg.4<br>• Change TONE to TONL<br>• Update all references<br><br>Amanda Ingram presented the 2019 Long Term Care Nurse Staffing Study Highlight Reports.<br><br>Timothy Hawkins presented the 2019 Texas Governmental Public Health Nurse Staffing Study<br><br>Agency Characteristics<br>• Review mistake on pg.3<br>• Misplaced section, newly licensed RN's<br>Recruitment and Retention<br>• Update last bullet point of last paragraph.<br><br>Motion to approve reports with revisions made by Cindy Zolnierek and seconded by Katherine Thomas. The motion carried. |
| **4D. Organizational Updates** | Katherine Thomas gave an update on behalf of the Texas Board of Nursing (BON) which included information on the following:<br>• RN to BSN programs in community colleges - 2 programs were reviewed by the Board and passed to the Higher Education Coordinating Board: Del Mar College – Corpus Christi, San Jacinto – Pasadena.<br>• A trend that has been noticed is that schools are partnering with outside vendors to recruit students, this is nothing new, but the trend is growing. |

- The Future of Nursing in Texas: Stakeholders Moving Toward Alignment was a two-day summit. The purpose was to increase the dialogue between practice and academia on topics such as clinical placements and transitions to practice and to deepen understanding and expectations. The summit was held February 24th and 25th. The first day included presentations on social determinants of health, transition to practice for LVNs, RNs, and APRNs, student experiences, and patient perspectives. The second day included a world café, where participants where broken into small groups to discuss various issues. A report on the outcomes of the summit will be developed and disseminated.
- The legislative appropriations request for 2022 – 2023 will include costs for the Board of Nursing to move to a new space in 2022, IT initiatives, and increased staffing.
- The BON will be rolling out a new database on April 20th. It is being provided nationally by the National Council of State Boards of Nursing. The new system will capture everything that is required and that needs to be collected. There will be a blackout period where applications won't be processed for about 10 days as the transition happens. The new system will create a portal for nurses and will allow them to upload required documents and complete applications. Nurses will be required to provide an email address and it will be public in the database. There has been very good feedback in the user testing environment. There will be user-friendly videos to explain how to use the new system.

Fu-An Lin gave an update on behalf of the Texas Higher Education Coordinating Board (THECB) which included information on the following:

- BSN programs in community colleges - San Jacinto College – Central Campus has been approved. Del Mar College was approved by Board of Nursing and their proposal was submitted to the Coordinating Board on Feb 13th. San Antonio College informed the Coordinating board of their intent to submit a proposal.
- Nursing innovation Grant Program- RFA will be released in Spring 2020.
- Update from the Professional Nursing Shortage Reduction Program. The workgroup studying the effectiveness of the program met on October 28th and again in January. The staff member in charge of the program reported that applications have been received, they are under review, and in the upcoming months there will be awards awarded to the applicants.
- Emergency and Trauma Care Education Partnership Program- UTHealth Houston is partnering up with UTHealth San Antonio to start a new project in San Antonio with the purpose to better serve students in South Texas.

Karen Kendrick gave an update on behalf of the Texas Hospital Association (THA) which included information on the following:

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| | • One of the main focus of THA this year is looking into rural health facilities. Texas has more rural health closures than any other state in the country. Twice as many as Oklahoma. Looking for changes in funding and helping hospitals identify other sources of funding. When these hospitals close a significant number of nurses are laid off.<br>• Workplace Violence initiative - discovering as they work with hospitals that leaders, trustees and board members don't understand what needs to be done and how they can help keep organizations accountable and put the right processes in place.<br>• THA Annual conference was held in San Antonio recently; held Hospital Physician Executive/Quality Patient Safety joint committee educational session. Majority of the presenters were nurses and gave presentations on workplace violence and diversity.<br><br>Cindy Zolnierek gave an update on behalf of the Texas Nurses Association (TNA) which included information on the following:<br>• Texas Peer Assistance Program for Nurses (TPAPN) has gone through positive changes. The focus has been on doing outreach and peer support. This program is not about getting the nurse in trouble, this could potentially save their life. There has been an increase in self-referrals which is a measure of success. Continued funding will depend on how well they can sell the effectiveness of the program.<br>• TNA now has 3 committees: Regulation and Practice Authority, Workplace Advocacy and Practice, and Nursing Education and Workforce<br>• The Nurse Talk Series is held the 2nd Thursday of every month. Presenter speaks for half an hour and then answers questions. The attendees also have a conversation on the topics. The series has been very successful. The topic for January was artificial intelligence and December was human trafficking.<br>• The TNA annual meeting will be on June 5th and 6th. The policy summit is focused on equipping nurses with tools to get involved with policy. Lisa Summers will be a keynote speaker. |
| **4E. TCNWS Update** | Pam Lauer provided an update on current TCNWS projects, including:<br>• Staff will make edits discussed on Nursing Education reports. Followed by final review and then posted on the web, in the next couple of weeks<br>• RN dashboards were updated<br>• Development of a VN education dashboard and eventually a graduate dashboard.<br>• Workplace violence individual and facility surveys as well as the grant program.<br>• Adding new projects to operations plan including a survey of school health nurses, APRN survey, survey of newly licensed nurses.<br>• Updated supply and demand projections to be released over the summer. |

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| | • Staffing – hired a new Research Specialist III, Maria Perez and Amanda Ingram has vacated her position and we will be hiring a new Research Specialist IV. |
| **4F. Biennial Report to the Statewide Health Coordinating Council** | Pam Lauer went over the Biennial Report to the Statewide Health Coordinating Council. The report covers period of September 1, 2018 through August 31, 2019. Includes summary of activities of the Texas Center for Nursing Workforce Studies and Advisory Committee.<br><br>No comments or questions from committee.<br><br>Motion to approve report with revisions made by Jennifer Cook and seconded by Remy Tolentino. The motion carried. |
| **4G. Defining and Counting the Supply of Nurses in Texas** | Pam Lauer led a discussion on the method for counting nurses for workforce supply purposes. The current method is based on number of nurses with an active Texas license working in a nursing position on a full time/part time based in a county in Texas.<br><br>After reviewing alternatives for defining the supply of nurses, the committee agreed that moving forward nurses would only be counted at their highest level of licensure. |
| **4H. Review of Bylaws** | Pam Lauer led a discussion on proposed revisions to the committee bylaws. Per discussion during the October advisory committee meeting and feedback received via email the following changes were made:<br>• Term limits were added to the bylaws;<br>• Specified that one state agency representative must be from the Board of Nursing;<br>• Appointment of new members will take into account committee composition and also consider the diversity of the state; the different geographic regions of the state; the different levels of nursing education and licensure; and different areas of expertise.<br>Motion to approve the revisions to the bylaws made by Remy Tolentino and seconded by Katherine Thomas. The motion carried. |
| **4I. Committee Member Appointments** | There was one vacant nurse researcher position on the committee. Committee members were invited to provide feedback on the nominees via email. The chairs would consider member feedback as they made their recommendation to the SHCC chair. |
| **5. Public Comment** | There was no public comment. |
| **6. Adjourn** | The meeting was adjourned at 2:02. |