

**Texas Statewide Health Coordinating Council
Texas Center for Nursing Workforce Studies (TCNWS) Advisory Committee
Minutes of Meeting Held Wednesday, October 12, 2022
10:00 a.m.**

Location: Department of State Health Services, 1100 West 49th Street, Moreton Building, Austin, Texas, 78756, Room M-100

Teleconference from: https://teams.microsoft.com/l/meetup-join/19%3ameeting_YTE5NzVkMmQtNDUzMS00NTgxLTgzNjktZjFIOTMwNTBkZjBh%40thread.v2/0?context=%7b%22Tid%22%3a%229bf97732-82b9-499b-b16a-a93e8ebd536b%22%2c%22Oid%22%3a%22fe5cb71f-5b48-4b61-a496-4e4504a5786c%22%7d

Call-in Number: +1 (512) 580-4366

Access Code: 174 368 231#

Members Attending

Angel Angco-Barrera, MBA, BSN, RN
Serena Bumpus, DNP, RN, NEA-BC
April Ernst, MSN, RN, CNE
Sheila Fata, MBA, BSN
Cheryl L. Johnson, RN, MSN, CDP, CADDCT
Karen Kendrick, MSN, RN, CPHQ
Cora Rabe, DNP, CRNA
Linda Rounds, PhD, RN, FNP, FAANP, FAAN
Susan Ruppert (Co-Chair), PhD, APRN, FNP-C, ANP-BC, FNAP, FCCM, FAANP, FAAN
Rena Schumann, PhD, RN, CNE
Remy Tolentino, MSN, RN, NEA-BC
Lisa Taylor, PhD, RN, CNS, FNP
Katherine Thomas, MSN, RN, FAAN
Grace Werckle, BSN, RN
Sally Harper Williams
Linda H. Yoder, PhD, MBA, RN, AOCN, FAAN

Members Absent

Diana Dolan, PhD, CNML, RN (Excused)
Elizabeth Mayer, M.P.Aff. (Excused)
Lula Pelayo, PhD, RN, FAAN (Excused)
Tamara Rhodes, MSN, RN (Excused)

Public Present

Kristin Benton
Kristina DuRapau
Emma Gelsinger
Lyn McCright
John Palermo
Sarah Roberts
Teresa Walding

Staff Present

Ann Barnett, MS

Ky Burke

Kayla Davis, MS

Kristina Juarez, MPH

Pam Lauer, MPH

<p>1. Welcome and Introductions</p>	<p>Dr. Susan Ruppert called the meeting to order at 10:00 a.m., and welcomed the committee members, staff, and guests present, who introduced themselves. Dr. Ruppert 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. Pamela Lauer noted that each member attending virtually should keep their cameras on the entire duration of the meeting to meet quorum.</p>
<p>2. Establish Quorum and Approval of Excused Absences</p>	<p>With over 50% of members present, a quorum was established.</p> <p>Dr. Diana Dolan, Elizabeth Mayer, Dr. Lula Pelayo, and Tamara Rhodes requested excused absences.</p> <p>A motion to approve excused absences was made by Karen Kendrick and seconded by Dr. Renae Schumann. The motion carried.</p>
<p>3. Review of October 12, 2022, Agenda</p>	<p>The agenda was not reordered.</p>
<p>4A. Minutes of the July 13, 2022, Meeting</p>	<p>No revisions were requested for the July 13, 2022, meeting minutes.</p> <p>A motion to approve the minutes was made by Remy Tolentino and seconded by Katherine Thomas. The motion carried.</p>
<p>4B. 2022 Employer Nurse Staffing Study Reports</p>	<p>Pamela Lauer and Kayla Davis presented the factsheets, highlights and policy recommendations from the 2022 Employer Nurse Staffing Studies.</p> <p>2022 Hospital Nurse Staffing Study:</p> <ul style="list-style-type: none"> • Remy Tolentino commented on the Turnover and Vacancy factsheet for RNs. She noted that reporting the median facility vacancy rates would keep the factsheet more consistent with others. • Remy Tolentino asked a question on figure 1 about how “nurse extender” was defined in the COVID-19 factsheet. • Sally Williams inquired about the 2018-2032 projections and noted there were many changes since the numbers had been updated. • Dr. Susan Ruppert asked a question about nursing apprenticeship and nursing programs in that it only addresses RNs with an associate degree and not a BSN. • Sally Williams and Remy Tolentino agreed that all levels should be included. <p>A motion to approve the Texas Center for Nursing Workforce Studies’ 2022 Hospital Nurse Staffing Study Factsheets was made by Dr. Linda Rounds and seconded by Dr. Renae Schumann. The motion carried.</p> <p>2022 Long Term Care Nurse Staffing Study:</p> <ul style="list-style-type: none"> • Sally Williams noted that the results of all surveys may have been impacted by the COVID-19 pandemic. She suggested adding a sentence about that to all factsheet introductions.

	<p>A motion to approve the Texas Center for Nursing Workforce Studies' 2022 Long Term Care Nurse Staffing Study Factsheets was made by Cheryl Johnson and seconded by Remy Tolentino. The motion carried.</p> <p>2022 Home Health and Hospice Nurse Staffing Study:</p> <ul style="list-style-type: none"> • Dr. Linda Yoder commented that recommendation 2 presents an issue. She posited that the Committee should be careful about the degree to which we say that payment has to be limited. • Dr. Serena Bumpus agreed with Dr. Yoder about avoiding statements about limiting pay. • Angel Angco-Barrera commented that COVID-19 relief allowed for salaries to be higher. She wondered if there was a way that facilities were getting support. <p>A motion to approve the Texas Center for Nursing Workforce Studies' 2022 Home Health and Hospice Nurse Staffing Study Factsheets was made by Grace Werckle and seconded by Sally Williams. The motion carried.</p> <p>2022 Texas Governmental Public Health Nurse Staffing Study:</p> <ul style="list-style-type: none"> • Angel Angco-Barrera noted a typo on page 2 of the Agency Characteristics factsheet. • Dr. Renae Schumann commented that there was a typo on page 3. • Grace Werckle also noted a typo. • Angel Angco-Barrera suggested verifying the consistency of the list order on the table for recruitment and retention strategies on the final page of the Staffing factsheet. <p>A motion to approve the Texas Center for Nursing Workforce Studies' 2022 Texas Governmental Public Health Nurse Staffing Study Factsheets was made by Dr. Renae Schumann and seconded by Remy Tolentino. The motion carried.</p>
<p>4C. Organizational Updates</p>	<p>Katherine Thomas gave an update on behalf of the Texas Board of Nursing (BON), which included information on the following:</p> <ul style="list-style-type: none"> • The BON has almost completed the move to their new building at 1801 Congress Ave, Austin, TX 78701. • In October, they will have a physical meeting, which will not be broadcast. • The COVID-19 waiver for out-of-state nurses to practice in Texas is still intact. • The BON has record of approximately 521,000 nursing licenses in Texas, with some nurses having multiple licenses. • For their budget next legislative session, they are asking for compensation to be able to employ and retain employees, to improve cybersecurity and bandwidth, and to increase staff by 6 FTEs. • Next generation of NCLEX will begin in April 2023. It will measure clinical judgement more precisely, instead of the past multiple choice only. It will also include OB/PEDS content.

	<ul style="list-style-type: none">• The BON is seeing more international applicants. They are also monitoring the decline in LVNs and LVNs taking the licensing exams. <p>Karen Kendrick gave an update on behalf of the Texas Hospital Association (THA) which included information on the following:</p> <ul style="list-style-type: none">• The THA governance relations team has been working in anticipation of the next legislative session. They've worked with legislators on key issues pertaining to hospitals, like workforce, education, and retention, and workplace violence.• The THA's Fall conference begins October 14, 2022, in Georgetown.• They have a new series on resiliency for managers. Over 800 people have registered for this series.• The THA is preparing for their annual conference on February 14-15, 2023. <p>Dr. Serena Bumpus, the new CEO of Texas Nurses Association (TNA) gave an update which included information on the following:</p> <ul style="list-style-type: none">• The TNA has new positions open.• TNA's governmental affairs team has begun meeting with legislators to find bill sponsors and authors.• The Nursing Legislative Agenda Coalition have finalized the agenda. The agenda's main focus includes funding for: the Nursing Shortage Reduction Program, Nursing Faculty Loan Repayment Program, and the Nursing Innovation Grant Program.• Workplace Violence is a large issue, and TNA attempted to pass a bill in the 87th Legislative Session. They are hoping it will pass in the 88th Legislative Session.• The TNA is doing a road show for some regional engagement. They'll visit Austin first, San Antonio in November, the DFW area in January, and the Houston area in February. More locations will be added in the new year.• The TNA is preparing for Nurse Day at the Capitol held on February 27th and 28th, 2023. <p>Emma Gelsinger, on behalf of Elizabeth Mayer and the Texas Higher Education Coordinating Board, gave an update which included information on the following:</p> <ul style="list-style-type: none">• The THECB is working on the updated fields of study for the Texas Transfer Framework, which will include nursing. The goal is to create a more streamlined workforce sequence for students from community colleges to universities.• They are working on the development of open educational resources for nursing based on the new essentials' curriculum.• The Nursing Faculty Loan Repayment Assistance Program (NSRP) will have funds this year for part-time nursing faculty, faculty enrolled in the program for over 5 years, and supplemental awards. For FY 2023, the legislature appointed \$5 million to support the program.
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TCNWS Advisory Committee Meeting Minutes October 12, 2022

	<ul style="list-style-type: none"> From the 87th Legislative Session, there is a requirement for the THECB to work with nursing programs and the TNA to integrate how the quality of nursing programs could relate to the NSRP.
<p>4D. TCNWS Updates</p>	<p>Pam Lauer provided an update on The Texas Center for Nursing Workforce’s current activities:</p> <ul style="list-style-type: none"> TCNWS and HPRC has many positions open. They are midway through NEPIS data collection, which is in collaboration with the BON. They will begin reviewing the results and reaching back out to programs for corrections and clarifications. They hope to have all data finalized before Thanksgiving. Verifications going out in early December for programs’ final review. Factsheets will be ready for the March 1, 2023, meeting. TCNWS has recently received BON licensure data. There will be changes to how nurses are counted, which will be only at highest level of licensure. TCNWS is needing to establish taskforces for individual surveys for recently licensed RNs, APRNs, and workplace violence. They have a few outstanding reports from the 2022 Employer Staffing Surveys. The Center will convene taskforces for approval of those factsheets for COVID-19 and Workplace Violence. The next Advisory Committee meeting will be on March 1, 2023.
<p>5. Public Comment</p>	<p>Dr. Ruppert opened the floor for public comment.</p> <p>Lyn McCright and Teresa Walding made a public comment about nurse resiliency, well-being, and healing.</p> <p>There were no additional comments from the public.</p>
<p>6. Adjourn</p>	<p>Dr. Ruppert called the meeting adjourned at 12.45 p.m.</p>