

**Texas Statewide Health Coordinating Council -
Texas Center for Nursing Workforce Studies (TCNWS) Advisory Committee
Meeting Agenda**

**Wednesday, February 28, 2024
10:00 a.m.**

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

To join from your telephone:

Call-in Number: 1-512-580-4366

Access Code: 105097816#

To join from your computer using Microsoft Teams:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_MmJlZDc2NmUtM2FlZi00OGYwLWEwYzQtZGRhOTJjNTI2YzM4%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

Members Attending

Angel Angco-Barrera, MBA, BSN, RN
Kristin Benton, DNP RN
April Ernst, MSN, RN, CNE
Cheryl L. Johnson, RN, MSN, CDP, CADDCT
Karen Kendrick, MSN, RN, CPHQ
Cora Rabe, DNP, CRNA
Rena Schumann, PhD, RN, CNE
Lisa Taylor, PhD, RN, CNS, FNP
Remy Tolentino, MSN, RN, NEA-BC
Grace Werckle, BSN, RN
Sally Harper Williams
Elizabeth Mayer, M.P.Aff.
Lula Pelayo, PhD, RN, FAAN
Linda Rounds, PhD, RN, FNP, FAANP, FAAN
Linda H. Yoder, PhD, MBA, RN, AOCN, FAAN

Members Absent

Serena Bumpus, DNP, RN, NEA-BC
Nora Frasier DNP, RN, FACHE, NEA-BC, FAONL
Susan Ruppert (Co-Chair), PhD, APRN, FNP-C, ANP-BC, FNAP, FCCM, FAANP, FAAN

Public Present

Virginia Ayars
Debas Bhakta
Michael DeLeon
Krista DuRapau

Lyn McCright
 Elise McDermott
 Maja Djukic
 Janice L Hooper
 Allison Hern
 Marcus Mitia
 Kiki Ralston
 Teresa Walding

Staff Present

Lissette Curry, PhD
 Gracia Dala, MPH RD
 Kayla Davis, MS
 Kristina Juarez, MPH
 Pam Lauer, MPH

This meeting will be webcast. Members of the public may attend the meeting in person at the address above or access a live stream of the meeting at <https://texashhsmeetings.org/HHSWebcast>. Select the tab for the Moreton M-100 Live on the date and time for this meeting. Please e-mail Webcasting@hhsc.state.tx.us if you have any problems with the webcasting function.

1. Welcome and Introductions	Dr. Benton called the meeting to order at 10:04 a.m., and welcomed the committee members, staff, and guests present, who introduced themselves. Dr. Benton welcomed Dr. Nora Frasier and indicated she would be joining late and can introduce herself next time. Dr. Benton 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.
2. Establish Quorum and Approval of Excused Absences	Quorum was established given that more than 50% were present. Dr. Benton requested a motion to approve excused absences for Dr. Bumpus and Dr. Ruppert. The motion was carried. Dr. Angel Angco-Barrera left at 11:10 AM, Cheryl Johnson left at 11:16 AM, and Cora Rabe left at 11:20 am. Pam Lauer confirmed there was still a quorum at 11:33 AM.
3. Review of February 28, 2024, Agenda	There were no questions about the agenda. The agenda was reordered to cover the NEPIS reports after items C, D, and E. Angel Angco-Barrera and April Ernst approved. The motion carried.
4A. Minutes of the August 9, 2023, Meeting	No revisions were requested for the August 9, 2023, meeting minutes. A motion to approve the minutes was made by Sally Williams and seconded by Grace Werckle. The motion carried.
4B. 2023 Nursing Education Program Information Survey Reports	Kristina Juarez, Gracia Dala, and Kayla Davis presented the factsheets from the 2023 Nursing Education Program Information Survey (NEPIS). 2023 VN NEPIS Reports: <ul style="list-style-type: none"> • Kristina Juarez presented the components of the 2023 VN NEPIS Reports. • Elizabeth Mayer asked to clarify the data on SB 1429 and wanted to know what it means that only a quarter replied they were in compliance with SB 1429. Pam Lauer explained that it

was a yes or no question and that the question did not have a time component. The information will be removed from the report.

- Grace Werckle wanted to know what counted as community settings given that home health was placed under "other." The definition given to programs in the survey was presented by Pam Lauer.
- Angel Angco-Barrera wanted to know if there was any data on completion rates. Kristina Juarez explained that programs are not asked to report this.
- Elizabeth Mayer wanted to know if there was data on dual credit/high school students. Kristina explained that there is data and that it is covered in a separate factsheet.
- Dr. Pelayo wanted to point out that the numbers of high school programs are dropping, and it is fascinating to see that there is a growing percentage of Hispanic graduates.
- Angel Angco-Barrera also pointed out that it would be great to learn how successful these new incoming LVNs are as the workforce is diversifying.
- A motion to approve the Texas Center for Nursing Workforce Studies' 2023 VN NEPIS reports was made by April Ernst and seconded by Lu Pelayo. The motion carried.

2023 RN NEPIS Reports:

- Gracia Dala presented the components of the 2023 RN NEPIS Reports.
- There were questions related to changes in clinical hours, the clinical hours reported by programs, responses to questions related to curriculum changes, qualified applicants turned away, the number of BSNs coming from other nursing levels, and the net gain in nurses.
- A motion to approve the 2023 RN NEPIS reports was made by Remy Tolentino and seconded by Elizabeth Mayer. The motion carried.

2023 Graduate NEPIS Reports:

- Kayla Davis presented the 2023 Graduate NEPIS Reports.
- Dr. Pelayo had questions on why not all applications were offered admissions. Kayla Davis explained that there are many factors that could go into this and that the number of unfilled seats is reported in aggregate by program type, so one program might have many unfilled seats but not as many applicants or vice versa.
- Elizabeth Mayer had a question on the decrease in graduates and Kayla Davis explained that because it isn't required not all nurse anesthetist programs responded.
- Karen Kendrick wanted to know if they should collaborate to direct students to programs that still have seats available.
- Linda Rounds explained that sometimes programs have lost applicants because another program has already admitted them. Linda Rounds also explained that there are other factors to this.

	<ul style="list-style-type: none"> • Janice Hooper explained that the NEPIS collects valuable data. Something else that could be happening is TX residents that are taking online programs and sometimes programs don't want to share their information with other programs. • Dr. Pelayo wanted to know if there are averages on how long it takes students to complete programs. Dr. Rounds commented that it can be difficult to estimate that and Pam stated that it used to be a question on the NEPIS but programs would usually provide ranges and was not very helpful. • A motion to approve the Texas Center for Nursing Workforce Studies' 2022 Graduate Nursing Education Program Information Survey (NEPIS) Reports was made by Grace Werckle and Dr. Linda Rounds. The motion carried.
<p>4C. Nurse Supply and Demand Projections Update</p>	<p>Pam Lauer presented the draft of the Nurse Supply and Demand Projection Summary and summarized the contents of the dashboard. She explained that the dashboard will be published after this summary is approved and after the dashboard goes through the DSHS approval process.</p> <p>Key findings include:</p> <ul style="list-style-type: none"> ○ The supply of Licensed Vocational Nurses (LVNs) is projected to decreased by less than one percent while the demand for LVNs is projected to grow by 38.7% leading to a deficit of LVNs by 2036. ○ The demand for RNs will exceed supply every year from 2022 through 2036 and the deficit of RNs will increase from 44,678 FTEs to 56,370 FTEs. ○ The supply of Nurse Practitioners is expected to exceed demand from 2022-2036. ○ The projected deficit of Certified Nurse Midwives will decrease from 395 in 2022 to 277 in 2036. ○ The projected surplus of Certified Registered Nurse Anesthetists (CRNAs) is projected to increase from 2,091 FTEs to 2,918 FTEs. ○ Demand would increase in all settings for both LVNs and RNs. <p>Pam pointed out explained that there was an error in Figure 6 and Table 1 that would be corrected before publication.</p> <p>April Ernst had a question on whether data is available by rural/urban designations. Pam explained that level of data is available in the dashboard.</p> <p>Cheryl Johnson made the motion to approve the Supply and Demand Projections Executive Summary and Karen Kendrick seconded. The motion carried.</p>
<p>4D. Biennial Report to Statewide Health Coordinating Council</p>	<p>Pam Lauer presented the Biennial Report to the Statewide Health Coordinating Council which includes a summary of reports produced by the TCNWS, a list of TCNWS Advisory Committee meetings, and a list of meetings and conferences that were attended or at which the team presented. There were no questions on the report.</p> <p>A motion to approve this report was made by Remy Tolentino and seconded by Lisa Taylor. The motion carried.</p>
<p>4E. Committee Bylaws and</p>	<p>Pam Lauer gave an update on vacancies on the committee and asked the committee to consider whether adjusting criteria for an LVN representative would be beneficial to the committee. Pam explained the position has been vacant since 2020 and was usually filled through the</p>

<p>LVN representation</p>	<p>LVN association but the organization has been difficult to reach. Pam proposed updating the language in the bylaws to reflect that the position could be filled by an LVN or an LVN educator. April Ernst explained the significance of the position for the advisory committee. Dr. Pelayo mentioned that she works with a military LVN program that could have some candidates, but their experience might not be as similar to other LVNs. Angel Angco Barrera asked if there is a possibility to open up this position to someone that was previously an LVN. April Ernst mentioned that there is a good number of LVNs instructors in her organization. Lu Pelayo would prefer to not exclude LVN educators as they might be in the know of the experiences of current LVNs. April Ernst agreed. Dr. Lu Pelayo motioned in favor of updating the LVN eligibility criteria in the bylaws to also include "or an educator of LVNs" and Elizabeth Mayer seconded it. The motion carried.</p>
<p>4F. Organizational Updates</p>	<ul style="list-style-type: none"> • Karen Kendrick provided an update on behalf of the Texas Hospital Association (THA). She indicated the organization is open to discussions on how to be better clinical partners. She indicated THA provided a Workplace Violence toolkit to assist with implementing SB 240. She requested feedback on how hospitals could be better clinical partners for education programs. • Elizabeth Mayer provided an update on behalf of the Texas Higher Education Coordinating Board (THECB). She provided an update on four grant programs and THECBs rule projects. <ul style="list-style-type: none"> ○ Emergency Trauma Care Education Partnership Program provides funding and support for emergency and trauma care partnerships between graduate medical education programs and hospitals to increase training opportunities for fellows and residents in medical subspecialty areas of emergency and trauma care. The program also provides similar support for partnerships between hospitals and graduate professional nursing programs in order to increase education and training experiences in emergency and trauma care for nurses. The 2024-2025 grant is in the process of reviewing applications and anticipates announcing award in March. ○ Professional Nursing Shortage Reduction Program (NSRP) was created by legislature in 2001 to increase the production of licensed nurses in Texas. NSRP provides grants to institutions to use at their discretion so they can work on improving any initiatives to enroll, retain, and graduate more nurses. This year there are 82 institutions selected to receive an award. About 22.6 million dollars will be distributed for this year. The program is currently working on Notice of Grant Awards. ○ Minority Health Grant provides grant funding to Texas institutions of higher education to conduct research or educational programs that focus on minority health issues in universities and colleges. The RFA is currently being drafted and will be posted in the coming months. ○ Nursing and Allied Health and Other Related Programs provides grant funding to eligible Texas institutions including nursing programs that propose to address the shortage of registered nurses by developing or expanding activities and

	<p>projects that promote innovation in preparation of initial RN licensure students and to support faculty who may teach in such programs. The RFA is being developed for the 2024-2025 cycle.</p> <ul style="list-style-type: none"> ○ The THECB is currently reviewing and revising rules for all its grant programs. • Kristin Benton provided an update for the Texas Board of Nursing (BON). <ul style="list-style-type: none"> ○ The BON has been engaged in rulemaking. They adopted rules required by statute that passed during session related to be SB1429 which prohibits exams by private vendors be required for graduations. There is a Frequently Asked Questions on SB 1429 on the Board’s website. ○ Another bill that passed added two additional board members to the governing board. One is a practicing Advanced Practice Registered Nurse and the other is a consumer member. Additionally, there are two new appointments to the Board: Dr. Dru Riddle is a Certified Registered Nurse Anesthetist and an associate professor at Texas Christian University and Kathy Boswell is representing associate degree education and is from Weatherford College. Two vacancies remain for consumer members and there is also a vacancy for a licensed vocational nurse. ○ The Board last met in January and approved 4 new education programs: one vocational, one associate, one baccalaureate, and one master’s program. ○ Board also approved fiscal year 2023 annual report and it is posted on the BON website. It gives an overview of the trends over the past five years of licensure, discipline, and education. It also summarizes some of the issues that the BON is forecasting will impact their strategic plan. ○ On a national level, the nurse licensure compact remains strong. There are 41 jurisdictions that are fully implemented. ○ NCLEX pass rates will be considered by the Board at the April Board meeting. The pass rates in Texas remain strong even in light of Next Generation NCLEX. Texas NCLEX pass rates consistently remain above the national pass rate. ○ Operation Nightingale is still occupying a great deal of staff time. Several cases that are being assigned hearings. The BON has contracted with the Office of the Attorney General for assistance in representing the Board at these hearings. ○ A statewide nursing summit is being planned for April 2024. The BON is hosting this summit in collaboration with the Texas Nurses Association and the Texas Organization for Nursing Leadership.
<p>G. TCNWS Update</p>	<p>Pam Lauer provided an update on the Texas Center for Nursing Workforce’s current activities:</p> <ul style="list-style-type: none"> • In regarding to staffing, Pam indicated that the TCNWS is back to two staff members with one vacancy that will be recruited. • In regard to the 2023 Texas School Nurse Survey, Pam indicated that the survey was disseminated to over 8,000 nurses and that nearly 4,000 responses were received. She reported that the team is working on analyzing data and that results would be ready for the next meeting.

	<ul style="list-style-type: none"> • She reported that the team has disseminated the 2024 Employer Nurse Staffing Surveys to hospitals, nursing facilities, home health and hospice agencies, and governmental public health agencies. • She reported that the Workplace Violence Against Nurses Individual Nurse Survey has been mailed to a sample of LVNs, RNs, and APRNs across all employment settings. • Pam also provided an update on the Workplace Violence Against Nurses Grant Program. She indicated that the 2022-2023 grantees have until August 31, 2024, to complete their projects and that the 2024-2025 request for applications was posted in November and that applications were being evaluated. • In terms of next steps, Pam reported that the Nursing Education Program Information Survey reports would be finalized after the meeting and posted to the website in the upcoming weeks, that the team would focus on the 2024 Employer Nurse Staffing Surveys, and that planning would start for either a survey of APRNs or of newly licensed RNs. • Pam reported that the next meeting would be scheduled based on committee member availability for later in the Spring.
<p>5. Public Comment</p>	<p>Dr. Benton opened the floor for public comment.</p> <ul style="list-style-type: none"> • Maja Djukic had questions about the availability of nursing education trends, supported the idea of a survey of newly licensed nurses, and wanted to know more about data on applicants turned away from nursing education programs. • Dr. Lyn McCright shared motivational material about the spirit of nursing. <p>There were no other comments from the public.</p>
<p>6. Adjourn</p>	<p>Dr. Benton called the meeting adjourned at 12:45 PM.</p>

Contact: Pamela Lauer, Texas Center for Nursing Workforce Studies
512-517-6902 or TCNWS@dshs.texas.gov

This meeting is open to the public. No reservations are required and there is no cost to attend this meeting.

Persons who want to attend the meeting and require assistive technology or services should contact Pamela Lauer at 512-517-6902 or pamela.lauer@dshs.texas.gov at least 72 hours prior to the meeting so that appropriate arrangements may be made.