

**Texas Statewide Health Coordinating Council  
Texas Center for Nursing Workforce Studies (TCNWS) Advisory Committee  
Minutes of Meeting Held Wednesday, March 2, 2022  
10:00 a.m.**

**Location: Department of State Health Services, 1100 West 49th Street, Austin,  
Texas, 78756, Room K-100**

**Teleconference from: [https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YTE5NzVkMmQtNDUzMS00NTgxLTgzNjktZjFIOTMwNTBkZjBh%40thread.v2/0?context=%7b%22id%22%3a%229bf97732-82b9-499b-b16a-a93e8ebd536b%22%2c%22oid%22%3a%22fe5cb71f-5b48-4b61-a496-4e4504a5786c%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YTE5NzVkMmQtNDUzMS00NTgxLTgzNjktZjFIOTMwNTBkZjBh%40thread.v2/0?context=%7b%22id%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  
Diana Dolan, PhD, CNML, RN  
April Ernst, MSN, RN, CNE  
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, PhD, APRN, FNP-C, ANP-BC, FNAP, FCCM, FAANP, FAAN  
Renee Schumann, PhD, RN, CNE  
Lisa Taylor, PhD, RN, CNS, FNP  
Katherine Thomas, MN, RN, FAAN  
Remy Tolentino, MSN, RN, NEA-BC  
Grace Werckle, BSN, RN  
Sally Harper Williams  
Linda H. Yoder, PhD, MBA, RN, AOCN, FAAN  
Cindy Zolnierek (Co-Chair), PhD, RN

**Members Absent**

Pamela Burns (Unexcused)  
Sheila Fata, MBA, BSN (Excused)  
Lula Pelayo, PhD, RN, FAAN (Excused)  
Tamara Rhodes, MSN, RN (Excused)  
Rena Schumann, PhD, RN, CNE (Excused)

**Public Present**

Meredith Armstrong  
Virginia Ayars  
Carly Baker  
Kristin Benton  
JM Calendar  
Jack Frazee  
Colleen De Guzman

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Elisa Hernandez  
Janice Hooper  
Cheryl Johnson  
Lyn McCright  
Kyler Ramsey  
Ruben Vogt  
Teresa Walding  
Dawn Webb

**Staff Present**

Anne Barnett, MS  
Ky Burke  
Cate Campbell, MPH  
Kayla Davis, MS  
Catherine Hessler  
Pam Lauer, MPH

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<p><b>1. Welcome and Introductions</b></p>	<p>Dr. Cindy Zolnierек called the meeting to order at 10:00 a.m., and welcomed the committee members, staff, and guests present, who introduced themselves. Dr. Zolnierек 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.</p>
<p><b>2. Establish Quorum and Approval of Excused Absences</b></p>	<p>With over 50% of members present, a quorum was established.</p> <p>Sheila Fata, Tamara Rhodes, Renae Schumann and Lula Pelayo requested excused absences.</p> <p>Motion to approve excused absences made by Remy Tolentino and seconded by Dr. Linda Yoder. The motion carried.</p>
<p><b>3. Review of March 2, 2022 Agenda</b></p>	<p>The agenda was not reordered.</p>
<p><b>4A. Approval of Minutes from the October 13, 2021 Meeting</b></p>	<p>No revisions were requested for the October 13, 2021 meeting minutes.</p> <p>Motion to approve minutes made by Dr. Lisa Taylor and seconded by Katherine Thomas. The motion carried.</p>
<p><b>4B. 2021 Nursing Education Program Information Survey Reports</b></p>	<p>Cate Campbell and Kayla Davis reviewed the major changes to the 2021 VN, RN, and Graduate NEPIS reports.</p> <p>Vocational Nursing:</p> <ul style="list-style-type: none"> <li>• Program Characteristics: No comments on the fact sheet from the committee.</li> <li>• Admissions, Enrollment, Graduation: No comments on the fact sheet from the committee.</li> <li>• Student Demographics: No comments on the fact sheet from the committee.</li> <li>• Faculty Demographics: No comments on the fact sheet from the committee.</li> <li>• High School Students: No comments on the fact sheet from the committee.</li> </ul> <p>April Ernst inquired whether TCNWS had made the change to the survey she suggested regarding updating the wording for the types of programs from, "for-profit," to "career schools and colleges." Cate Campbell confirmed that TCNWS had made the changes.</p> <p>Motion to approve reports with revisions made by April Ernst and seconded by Remy Tolentino. The motion carried.</p> <p>Professional Nursing:</p> <ul style="list-style-type: none"> <li>• Program Characteristics: No comments on the fact sheet from the committee.</li> <li>• Admissions, Enrollment, Graduation: No comments on the fact sheet from the committee.</li> </ul>

	<ul style="list-style-type: none"><li>• Student Demographics: No comments on the fact sheet from the committee.</li><li>• Faculty Demographics: No comments on the fact sheet from the committee.</li><li>• RN to BSN Programs: No comments on the fact sheet from the committee.</li></ul> <p>Motion to approve reports with revisions made by Angel Angco-Barrera and seconded by Dr. Cora Rabe. The motion carried.</p> <p>Dr. Janice Hooper made one additional comment on the usefulness of the fact sheets to the Board of Nursing. She also noted that this past year over 16,000 new RNs took the NCLEX. Both the VN and the RN NCLEX scores were higher than the national average. The Board of Nursing regards these factsheets as extremely valuable, and they collaborate with TCNWS on a yearly basis.</p> <p>Graduate and APRN NEPIS:</p> <ul style="list-style-type: none"><li>• Program Characteristics:<ul style="list-style-type: none"><li>• Dr. Rounds had a question about length of curriculum for Non-APRNs on page two; the fourth bullet under “Length of Curriculum for Non-APRN Programs” on page two. She asked whether those are Post-Master’s DNP programs or Post-Baccalaureate, citing a concern that potentially Post-Master’s programs would require more credit hours than Master’s degrees.<ul style="list-style-type: none"><li>• Kayla Davis responded that Table 4 explores the breakdown of program hours, but that she could further break those apart for clarity.</li></ul></li><li>• Dr. Rounds highlighted point on page 3 under “Interprofessional Collaboration,” on bullet number two. She asked whether this point was highlighting actual courses or the content within courses.<ul style="list-style-type: none"><li>• Kayla Davis responded that the question is worded specifically as, “interprofessional collaboration courses,” and said she would reach out to those programs that reported over 18 hours of interprofessional collaboration for clarification.</li></ul></li></ul></li><li>• Admissions, Enrollment, Graduation:<ul style="list-style-type: none"><li>• Dr. Zolnierrek noted that the third bullet was confusing.<ul style="list-style-type: none"><li>• Kayla Davis clarified that AEG has been increasing.</li><li>• Dr. Zolnierrek stated that maybe is relates to the DNP-No Specialty and suggested rephrasing as, “programs not increasing over the past six years include: Nursing Administration Leadership, Nursing Informatics, and DNP-No Specialty.”</li><li>• Pam Lauer verified that the bullet was supposed to convey that admissions, enrollment, and graduation rates for all levels had increased. She agreed that it was confusing and that TCNWS would make those changes. She spoke about the Graduate and APRN NEPIS and its length, including clarifications by programs, stating they admit APRN’s for DNP degrees.</li></ul></li></ul></li></ul>
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	<ul style="list-style-type: none"> <li>• Student Demographics: No comments on the fact sheet from the committee.</li> <li>• Faculty Demographics: No comments on the fact sheet from the committee.</li> </ul> <p>Motion to approve reports with revisions made by Dr. Diana Dolan and seconded by Dr. Linda Rounds. The motion carried.</p>
<p><b>4C. September 2021 – August 2023 Operations Plan</b></p>	<p>Pam Lauer presented the September 2021 – August 2023 Operations Plan along with the TCNWS Update further along in the agenda. There were no discussion or revisions by the committee.</p>
<p><b>4D. Organizational Updates</b></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"> <li>• There’s one opening on the BON right now that is an Associate Degree Nursing Educator position. Tamara Rhodes is now assigned to the Statewide Health Coordinating Council (SHCC), and her position on the Board of Nursing is open.</li> <li>• There has been a hybrid of in-person and virtual presence of board members in meetings. The April meeting will be conducted the same way; the BON has a YouTube channel where they broadcast meetings live, and it is posted on their website.</li> <li>• The BON is moving buildings to the George H.W. Bush Building in August 2022.</li> <li>• The BON will have their July 2022 meeting in the Hobby Building, Room 100. They have not yet determined whether that will be an in-person or hybrid meeting. Notice will be published on the website along with their new address.</li> <li>• The pass rates for NCLEX are above the national average, though they fell slightly in 2021; there will be programs writing self-studies based on those pass rates, as they hope to gather more information about the impact of the pandemic.</li> <li>• Next-gen NCLEX is scheduled to launch in April 2023, which has been a continuous effort over the last 3-4 years. It measures more detail in clinical judgement. There are new items incorporated and partial scoring of the exam.</li> <li>• The annual report was reviewed in January and is on the BON website. The newly-licensed LVN population has decreased for the first time at 1.7%, newly licensed RNs increasing at 3.5% and newly-licensed APRNs increasing by 12%</li> <li>• The BON has approved 25 programs in the last five years; 7 were vocational, 5 were associate degrees, 10 were baccalaureate degrees, and 3 were APRN degrees.</li> <li>• The BON has received an increase in out-of-state applications. The Excelsior Program in New York has voluntarily withdrawn their national nursing accreditation, so graduates must complete 500 additional hours under a provisional license.</li> </ul>

	<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"><li>• President and CEO, Ted Shaw, retired at the end of the year. John Hawkins, Leader in Advocacy and Government Relations Department</li><li>• THA is continuing to work on vulnerabilities that the pandemic highlighted on staffing and regional staffing emergencies.</li><li>• THA has postponed its annual conference in 2021, but they will host the 2022 annual conference March 21-22 in Houston, which is focused on workforce issues like workplace violence, staff resilience, and staffing model exemplars.</li><li>• Convened a Taskforce on Workforce, which has a diverse representation of membership and had their first meeting in January. One sub-group focuses on long-term strategies, and the other on short-term strategies, particularly, looking at best practices and collaborative strengths in terms of strategies to recruit, retain, and control costs with agencies.</li><li>• Workplace Violence has become a major advocacy issue for THA, and they have worked with Rep. Donna Howard on the 2019 and 2021 legislation she proposed.</li><li>• THA is advocating for an interim charge by the Lieutenant Governor to look at best practices to prevent workplace violence in care settings.</li><li>• THA had a call with DFW council working toward a joint statement for statewide release to the public advocating for healthcare providers and providing a safe environment for them.</li><li>• The Quality Patient Safety Committee will meet in April. Workplace Violence will be an agenda item, where they will again focus on best practices.</li></ul> <p>Dr. Cindy Zolnierek gave an update on behalf of the Texas Nurses Association (TNA) which included information on the following:</p> <ul style="list-style-type: none"><li>• Staffing is first concern of nurses right now, and it's a chronic issue. There is much going on nationally with staffing.</li><li>• Dr. Zolnierek posited that issues will not be solved until we look at nurses as a value to be optimized, and not an expense to be managed. Many reports and associations are looking into different payment models as a long-term strategy.</li><li>• Workplace Violence is of high importance to TNA, since there's been an increase during the pandemic, and especially recently.</li><li>• Well-being is another issue for nurses, and there are more initiatives being introduced around that. TNA is partnering with ANA to host nurse chats, which are small groups of nurses coming together to privately speak on their experiences.</li><li>• TNA's Advocacy and Practice Committee is also examining social determinants of health and how those get integrated into practice settings</li><li>• The Education and Workforce Committee is looking at nursing shortage reduction programs to look at alternative models with the Texas Higher Education Coordinating Board (THECB) for how funding gets distributed. As there has been a lot of turnover at THECB, there hasn't been as much feedback, yet. There has</li></ul>
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	<p>been feedback from nurse educators, deans, and directors. The Governor has dedicated \$25 million for nursing education from the national GEER II funds, and TNA is working with the Governor’s Office to best allocate those funds to address workforce shortage.</p> <ul style="list-style-type: none"> <li>• TNA’s Education and Workforce Committee is also looking into the concept of social determinants of learning, introduced by Carla D. Sanderson, Linda M. Hollinger, and Karen Cox. Cox served as president of the Academy of Nursing, and now serves as the President of Chamberlain College of Nursing. The Committee is interested in how to attract more diversity in workforce and what students with different backgrounds need in order to be more successful in nursing school.</li> <li>• The TNA June 2022 meeting is intended to be in-person meeting. The title is, “Foresight, Futures, and Innovation: Reimagining Nursing.” The conference features Dr. Daniel Pesut and Dr. Oriana Beaudet who will walk us through developing competencies and foresight on developing the future of nursing.</li> <li>• Dr. Zolnierrek announced her retirement from TNA and mentioned the current search for someone to fulfill the position.</li> </ul> <p>Pam Lauer expressed thanks for the leadership Dr. Zolnierrek has contributed to TCNWS, and the committee gave her a round of applause.</p>
<p><b>4E. TCNWS Update</b></p>	<p>Pam Lauer provided an update on the 2021-2023 TCNWS operations reports:</p> <ul style="list-style-type: none"> <li>• NEPIS reports: final revisions will be made over the next week. After revisions are complete, the reports will be posted to the TCNWS publications page. After that, Cate Campbell will work on updating the RN and VN data into the RN and VN education dashboards. TCNWS is still working on the development of the graduate education dashboard. We intend to share a draft with the education subcommittee, as well as the BON education consultants to get feedback on that dashboard before sharing with the committee.</li> <li>• Staffing Studies: The Hospital, Long Term Care, Home Health and Hospice, and Governmental Public Health Nurse Staffing Studies will be going out this Spring. These surveys will include general nurse staffing questions from years past, as well as a COVID section, and the workplace violence section will also be collected from hospitals and long-term care facilities with only abbreviated WPV questions going to the home health agencies. The survey drafts are being finalized and prepared for print and distribution. Data will be collected through the early part of the summer and then the team will work on reports and recommendations that will be ready for review during the October meeting.</li> <li>• Workplace Violence Grant Program: The grant term for the 2020 – 2021 WPV grant program will be coming to an end on April 30th. Grantees will be submitting their final reports by May 31st and a program report will be developed after that. The agency</li> </ul>

	<p>will publish the final report by September 1st. The grantees will be presenting on their projects through a series of webinars that will be scheduled in June. We will start disseminating information about those over the next month or two. The 2022-2023 grant program request for applications closed on November 29th. There were 4 applicants, and we are currently working on evaluations and determining awards. More information on that will be available soon.</p> <ul style="list-style-type: none"> <li>• As for the rest of the operations plan, the school health nurses study is ready for distribution and the team is waiting for updated contact information on school health nurses to limit the number of undeliverable survey packets.</li> <li>• The team will be working with the workplace violence taskforce to update and conduct the individual nurse survey.</li> <li>• Additionally, there are two new surveys that are in the operations plan – one of newly licensed nurses and one of APRNs – will convene those taskforces late in the Summer or in the Fall when the staffing studies are near completion.</li> </ul>
<p><b>4F. Nomination of New Co-Chair</b></p>	<p>Dr. Zolnerek brought up the consideration of Dr. Susan Ruppert for the position of Co-Chair of the TCNWS Advisory Committee and asked for her to speak on her background and experience.</p> <p>Dr. Ruppert reviewed her history in education and academia teaching at undergraduate and graduate levels. She’s Professor and Associate Dean of Graduate Studies at UT Health Houston, where she has worked for 32 years. In her position, she is in charge of MSN Post-Graduate Certificate and DNP programs. She has a long history of involvement in accreditation and certification of APRNs.</p> <p>Dr. Zolnerek asked if any others were interested in the role of Co-Chair.</p> <p>Motion to approve Dr. Ruppert as new TCNWSAC Co-Chair made by Dr. Lisa Taylor and seconded by Katherine Thomas. The motion carried.</p>
<p><b>5. Public Comment</b></p>	<p>Dr. Zolnerek opened the floor for public comment.</p> <p>Lyn McCright made a comment: “What we’re looking at today is truly that resilience is the most important part of our survival as a species. And, what can we do to decrease our stress? Our thoughts and our hearts are connected. Many people get caught up in our daily responsibilities and never stop to think, “How can I decrease my stress?” And, here are some heart-centered tips to do that. Remember that no matter where you are or what you’re doing, you can only do one thing at a time. Notice that we can feel our thoughts and our hearts. Thoughts and feelings are connected. Slow down long enough to notice this and take time to do what needs to be done first. Doing this, you can move more focused through your day. The result is slowing down to a speed of life. From here, there’s a feeling of connection, enjoyment of work, friends, and family, and the side effect, of course, is a natural decrease in stress. Living life in the present moment knowing that it is our thoughts that create our reality is the most important thing that we can do for our health. Becoming</p>



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	<p>present to our life is the first step. The result is a decrease in stress and an increased feeling of connection and compassion for ourselves, for our colleagues, and for our patients. I'm Lyn McCright with Advanced Nurse Coaching. Thank You."</p> <p>There were no other comments from the public.</p>
<b>6. Adjourn</b>	<p>Dr. Zolnierек wrapped up the meeting and expressed appreciation for TCNWS Staff.</p> <p>Dr. Zolnierек called the meeting adjourned at 11:23 a.m.</p>