

Health Professions Workforce Coordinating Council (HPWCC) Minutes of Meeting Held Thursday, January 15, 2026, 10:00 a.m.

Teleconference from Texas Department of State Health Services, 1100 W 49th Street,
Moreton Building, Room M-100, Austin, Texas 78751.

Webcasted at <https://texashhsmeetings.org/HHSWebcast>

Members Attending

Kristin Benton, DNP, RN
Daniel Carroll, PharmD, R.Ph
Dennis Clark, DVM
James Farris, M.P.Aff.
Ralph Harper
Valarie Londrie, M.Ed.
Elizabeth Mayer, M.P.Aff.
Janice McCoy
Jennifer Moore, MSN-PH RN
Joel Mullins
Casey Nichols, JD
Clifford Porter, Ph.D., MD
Brittany Sharkey, JD
Bryan Sisk, DNP
Candice Smith, MSN, RHCNOC, CCRN, RACR
Darrel Spinks, JD
Cheletta L. Watkins, MD

Members Absent

W. Boyd Bush, Ed.D. (Excused)
Rajesh Shenava, MD

Staff Present

Ann Barnett, MS, Director, Health Provider Resources Unit
Lissette Curry, Ph.D., Program Lead, Health Professions Resource Center
Gracia Dala, MPH, RD, Research Specialist, Texas Center for Nursing Workforce
Studies
Alison Hern, Government Relations Specialist, Government Affairs
Kristina Juarez, MPH, Research Specialist, Health Professions Resource Center
Pamela Lauer, MPH, Manager, Health Workforce Branch
Clarisse Manuel, Research Specialist, Health Professions Resource Center

HPWCC Meeting Minutes January 15, 2026

Public Attending

Brandon Hernandez
LaMicha Hogan
Zena Hooper
Jessica Hyde
Ayla Landry
Preston Poole
Jessica Schleifer
Carson Scott
Matt Turner
Jayson Valerio
Holly Wei
Benjamin Williams

1. Call to Order, Welcome, Introductions, and Roll Call

Dr. Curry called the meeting to order at 10:02 a.m. Dr. Curry announced that members should state their name for the record when making comments and to mute themselves when not speaking. Dr. Curry reminded the Council to keep their cameras on to maintain quorum if attending virtually. Dr. Curry explained the evacuation plan for in-person attendees.

The council members introduced themselves. A quorum was established.

2. Review of Duties of the Council

Dr. Curry provided an overview of the duties of the Health Professions Workforce Coordinating Council (HPWCC).

The presentation covered the establishing legislative statute for the HPWCC. The duties of the HPWCC are to compile health professions workforce data, develop a biennial strategic plan, establish a work group on gateway professions, and establish a nursing advisory committee. The first report on the health professions biennial strategic plan is to be published by October 1, 2026. The Nursing Advisory Committee and its duties were also outlined.

3. Review of By-Laws

Dr. Curry provided an overview of the draft by-laws for the HPWCC.

The by-laws outlined:

- The purpose, role, and legal authority for the council.
- The responsibilities of the council members, including term lengths and the grounds for removal from the council.
- The process for electing a council chair and vice chair, and the duties of both positions.
- The establishment of the Nursing Advisory Committee.

HPWCC Meeting Minutes January 15, 2026

- The possible formation of subcommittees and work groups for essential council duties, as well as the role of subject matter experts and support staff in fulfilling these duties.

Ms. Moore motioned to approve the by-laws as presented. Mr. Spinks seconded the motion. The motion passed, and the by-laws were approved.

4. Electing a Presiding Member

Dr. Curry explained that the council members are responsible for electing a chair and vice chair of the committee by simple majority. Dr. Curry reminded the committee that the role of the chair is to serve in a leadership position, and that the chair is expected to preside over all HPWCC meetings in person.

Dr. Sisk volunteered to serve the inaugural term as chair of the committee, which will last until August 31, 2026. Dr. Watkins volunteered to serve the inaugural term as vice chair of the committee.

Dr. Curry entertained a motion to elect the volunteers as chair and vice chair. Mr. Spinks motioned to vote on electing Dr. Sisk and Dr. Watkins as chair and vice chair. Mr. Harper seconded the motion.

Dr. Curry conducted the election of the chair and vice chair. The motion carried. Dr. Sisk was elected as chair of the HPWCC, and Dr. Watkins was elected as vice chair of the HPWCC.

5. Establishing the Nursing Advisory Committee

Pamela Lauer provided an overview of the Nursing Advisory Committee (NAC). The presentation reviewed House Bill 3801's mandates pertaining to the establishment of the NAC. The presentation detailed the member structure of the NAC, with members selected to represent a breadth of different nursing stakeholders, and its duties. The NAC will be co-chaired by one nurse member of the HPWCC and a NAC representative.

Dr. Curry presented two options for the council to establish the nursing advisory committee:

- The first option was to re-establish the NAC as it existed under the Statewide Health Coordinating Council (SHCC), re-electing all prior NAC members who wish to consider serving, and using the by-laws established by the previous NAC.
- The second option is to solicit new applications for all NAC members, with the NAC members developing new by-laws, and the HPWCC providing final approval.

A question on member terms and term limits was clarified: under the prior NAC by-laws, members' appointments were staggered. If the prior NAC structure and membership were used, the remaining duration of a member's term would be considered before the member is asked to join the new NAC.

Mr. Farris motioned to establish the NAC using the previous NAC membership, structure, and by-laws. Ms. Mayer seconded the motion. The motion carried; the NAC was established as it previously existed under the SHCC.

6. Overview of Health Care Workforce Data

Dr. Curry provided an overview of health workforce data available in the state.

The presentation outlined the health professions workforce data available from different state agencies and other sources.

Sources of health professions data available from the Texas Department of State Health Services (DSHS) include:

- The Health Professions Resource Center (HPRC): HPRC's data includes the supply trends, supply and demand projections, geographic distribution, and demographics for over 60 licensed health professions. HPRC's data sources include licensure data files and its health professions projections models.
 - Supply and demand projections are currently available for physicians, physician assistants, nurses, oral health providers, and behavioral health providers.
- The Texas Center for Nursing Workforce Studies (TCNWS): TCNWS's data includes information on the supply, education, and distribution of the nursing workforce. TCNWS also conducts surveys on other nursing workforce issues, such as:
 - Employer Nurse Staffing Studies
 - Nursing Education Program Information Surveys
 - Workplace Violence Against Nurses Reports
- Texas Primary Care Office (TPCO): The TPCO provides information on geographic areas, populations, and facilities with shortages in primary care, dental, and mental health providers.

The presentation also presented sources of relevant health professions data from other state and federal agencies.

- Texas Education Agency (TEA): TEA collects high school graduation data, aggregated by characteristics including demographics, income level, language ability, and by special programs and populations. TEA also publishes longitudinal analysis of high school graduation in collaboration with the Texas Higher Education Coordinating Board.
- Texas Higher Education Coordinating Board (THECB): THECB's data includes graduation and certification rates from institutes of higher education, information on degrees and certificates awarded, and health-related institution specific data.
- Bureau of Labor Statistics (BLS): BLS publishes employment, worker, and wage statistics, as well as employment projections.
- Texas Workforce Commission (TWC): TWC publishes data on the supply of Texas job seekers and openings, employment statistics, and wage data.

HPWCC Meeting Minutes January 15, 2026

Dr. Curry invited council members to share this presentation with relevant parties in their organizations to help fill in knowledge gaps. As part of the development of the data inventory, Dr. Curry will also schedule individual meetings with members to determine the health professions covered by each agency and the data available.

7. 2026 Strategic Plan

Dr. Curry provided an overview of the proposed timeline for the development of the 2026 Strategic Plan.

The presentation included an excerpt of the enabling statute for the HPWCC, outlining the requirements for the strategic plan. The strategic plan is designed to analyze the projected supply and demand for the health professions workforce for the next ten years, identify immediate and projected health workforce shortages, and propose goals and recommendations for existing and additional health workforce programs to satisfy future health profession demands.

The first report is due October 1, 2026. As limited time and resources are available, the first report will present an inventory of the available health workforce data and recommendations from the council members supporting the mission of the HPWCC.

Questions and Comments:

- Ms. Mayer asked if a definition of health professions is provided in statute, noting that additional health professions may exist beyond those represented by the agencies represented on the council.
 - Dr. Curry explained that a definition of health professions is not provided in statute; therefore, the council members have the discretion to decide to include different health professions in the strategic plan.
 - Mrs. Lauer noted that the first report will focus on the professions covered by the agencies represented in the council, but that the council may decide to include additional health professions in future iterations of the report.
- Mr. Mullins of TWC noted that the TWC uses the Standardized Occupational Classification (SOC) system, which is set by federal agencies, to determine which occupations are classified as “health professions.” Mr. Mullins suggested that the HPWCC also use the SOC system to identify “health professions” for consistency.

Dr. Curry presented the proposed timeline for the development of the first report and its content.

- April 9, 2026: The council will review the inventory of existing labor, education, supply, and demand health professions data compiled by HPRC.
- Between April 9 and July 1, the report will be finalized and sent to the council members for approval.
- July 1, 2026: The council members will approve the report for publication.
- October 1, 2026: The report will be published on the HPRC website.

HPWCC Meeting Minutes January 15, 2026

Dr. Curry entertained a motion to approve the proposed contents and timeline of the first report. Candice Smith motioned to approve the proposal for development of the first strategic plan, and Jennifer Moore seconded the motion. The motion carried, and the plan for the first strategic plan was approved.

8. Upcoming Meetings

The timeline presented by Dr. Curry listed the next proposed HPWCC meeting dates:

- April 9, 2026
- July 8, 2026
- November 18, 2026

9. Public Comment

Dr. Curry opened the floor for public comment. Dr. Curry reminded the public that public comments are limited to three minutes, with any necessary additional follow-up to take place after the meeting.

Comments:

- Brandon Hernandez, the Texas State Technical College Statewide Dean of Allied Health, agreed with Mr. Mullins's suggestion to use the SOC codes to identify occupations classified as health professions. Mr. Hernandez requested that the SOC codes be circulated among council members to encourage the inclusion of the full breadth of health professions in the HPWCC's work.
- Maureen Milligan, representing Teaching Hospitals of Texas, highlighted the previous work conducted by the SHCC, HPRC, and TCNWS. Ms. Milligan expressed the importance of examining the clinical training aspect of health professions programs.
- Ayla Landry of Breastfeeding Success advocated for the inclusion of lactation consultants in the scope of the HPWCC's work. Ms. Landry highlighted legislation passed in the most recent legislative session which recognized lactation consultants as healthcare providers and made lactation consultant services Medicaid-reimbursable.
- Sonali Weerasinghe of the Texas Academy of Physician Assistants (TAPA) expressed TAPA's willingness to serve as a resource for data and research on physician assistants.

10. Adjournment

Dr. Curry entertained a motion for adjournment. A motion to adjourn the meeting was made by Dr. Watkins and seconded by Mr. Farris. The motion carried.

The meeting adjourned at 11:16 am.