

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

**Thursday, July 25, 2024  
10:00 a.m.**

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

**To join from your telephone:**

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

Access Code: 294783689

**To join from your computer using Microsoft Teams:**

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_OWQxODc3NmEtOWFIMy00MmU0LWE0MzctN2ZkYjczNDNkYWw%40thead.v2/0?context=%7b%22Tid%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_OWQxODc3NmEtOWFIMy00MmU0LWE0MzctN2ZkYjczNDNkYWw%40thead.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 (Temporary presiding officer)  
Donna Carlin, MSN, RN  
Cory Church, PhD, RN, NPD-BC  
April Ernst, MSN, RN, CNE  
Nora Frasier, DNP, RN, FACHE, NEA-BC, FAONL  
Cheryl L. Johnson, RN, MSN, CDP, CADDCT  
Cora Rabe, DNP, CRNA  
Rena Schumann, PhD, RN, CNE  
Lisa Taylor, PhD, RN, CNS, FNP  
Grace Werckle, BSN, RN  
Sally Harper Williams  
Lula Pelayo, PhD, RN, FAAN  
Linda H. Yoder, PhD, MBA, RN, AOCN, FAAN  
Sally Harper Williams

**Members Absent**

Serena Bumpus, DNP, RN, NEA-BC  
Karen Kendrick, RN, MSN  
Linda Rounds, PhD, RN, FNP, FAANP, FAAN  
Susan Ruppert (Co-Chair), PhD, APRN, FNP-C, ANP-BC, FNAP, FCCM, FAANP, FAAN  
Remy Tolentino, MSN, RN, NEA-BC

**Public Present**

Virginia Ayars  
Dorothy Crawford  
Eired Eddy  
Leonidas Guadalupe  
Janice Hooper  
Becca H.  
Lyn McCright  
April Peredo  
Diana Rios Rodriguez  
Karen Schwind  
Laurie Leanne Smith  
Teresa Walding  
Stacy Wilson

**Staff Present**

Gracia Dala, MPH RD  
Kayla Davis, MS  
Kristina Juarez, MPH  
Pam Lauer, MPH  
Clarisse Manuel  
Isabel Schwartz, 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://texashhsm meetings.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](mailto:Webcasting@hhsc.state.tx.us) if you have any problems with the webcasting function.

<b>1. Welcome and Introductions</b>	Dr. Benton called the meeting to order at 10:02 a.m., and welcomed the committee members, staff, and guests present, who introduced themselves. Dr. Benton welcomed all members and asked new members Dr. Cory Church, Dr. Nora Frasier and Donna Carlin to introduce themselves. 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.
<b>2. Establish Quorum and Approval of Excused Absences</b>	Quorum was established given that more than 50% were present. Dr. Benton requested a motion to approve excused absences for Serena Bumpus, Karen Kendrick, Linda Rounds, Susan Ruppert, and Remy Tolentino. A motion was made by Lisa Taylor and seconded by Linda Yoder. The motion was carried.
<b>3. Review of July 25, 2024, Agenda</b>	There were no questions about the agenda.
<b>4A. Minutes of the February 28, 2024, Meeting</b>	No revisions were requested for the February 28, 2024, meeting minutes.

	<p>A motion to approve the minutes was made by Renae Schumann and seconded by Donna Carlin. The motion carried.</p>
<p><b>4B. 2023 Nursing Education Program Information Survey Faculty Report</b></p>	<p>Gracia Dala summarized the highlights of the 2023 Nursing Education Program Information Survey Faculty Report.</p> <ul style="list-style-type: none"> <li>• The report presented information on faculty working at one or more of the 250 nursing programs, aggregating the vocational, pre-licensure registered nurse, and graduate nursing programs, in Texas during the 2023 reporting year.</li> <li>• In total, around half of faculty were part-time, and half were full-time. A majority of faculty positions were full-time in VN programs, while a majority of faculty positions in RN and graduate nursing programs were part-time. Most full-time faculty across programs taught both didactic and clinical courses, while most part-time and adjunct faculty across programs taught only clinical courses.</li> <li>• Faculty vacancy rates increased for all programs from the 2021-2022 academic year to the 2022-2023 academic year. Turnover rates for all programs have decreased.</li> <li>• The top two reported barriers to filling faculty vacancies were non-competitive salary and limited qualified applicant pool.</li> <li>• Nursing education faculty were predominantly female. The median age of faculty was 49 years old, which is the same as in 2022.</li> <li>• The proportions of White/Caucasian and Black/African American nursing faculty are higher than that of the Texas nursing workforce and population. The proportions of Hispanic/Latino, Asian, and Other nursing faculty are lower than in the Texas nursing workforce and general population.</li> <li>• A majority of nursing faculty held a master’s degree. VN programs had the most diversity in highest level of education for faculty, with the most common degree being a BSN. <ul style="list-style-type: none"> <li>○ Dr. Church asked if there was any consideration to collect faculty salary and the rationale behind not collecting it. Pam Lauer said that the team believed it would be more helpful to collect that data by sending an individual survey to faculty.</li> <li>○ Dr. Frasier noted that there was not a table on the data on recruitment and retention strategies and asked if the question was free text or a preselected dropdown menu. In particular, she would be interested in seeing which programs use tenure-track positions as a retention strategy. Gracia Dala answered that the question was open-ended. Pam Lauer also noted that this was the first time this question was asked on the NEPIS and that they are considering revising the survey to include preselected options and an “Other” option.</li> </ul> </li> </ul> <p>A motion to approve the report was made by Nora Frasier and seconded by Lisa Taylor. The motion was carried.</p>
<p><b>4C. Texas School Nurse Survey Report</b></p>	<p>Kayla Davis presented the results of the 2023 Texas School Nurse Survey Report.</p>

	<ul style="list-style-type: none"> <li>• A total of 3,337 responses from school nurses were gathered for the Texas School Nurse Workforce Survey. 216 out of 254 counties were represented.</li> <li>• Around 70 percent of school nurses identified as White/Caucasian, which is a higher proportion than in the Texas RN workforce. The average age of participating school nurses was 50 years old, which is higher than the average of the RN workforce. 1,190 participants were over the age of 55, and the majority of these respondents said they planned to retire in 1 to 5 years.</li> <li>• The mean and median years of nursing experience before becoming a school nurse were 10 and 11 years.</li> <li>• A majority of nurses served more than one grade group. Most nurses worked at only one campus but were the only nurse at their school. The median number of students served was 650.</li> <li>• The most reported pressing issues affecting school health were lack of parental involvement, mental health, and vaping. A majority of school nurses said parent education of the role of the school nurse needed more support.</li> <li>• Most nurses reported high levels of job satisfaction. The job aspect school nurses were the least satisfied with was pay.</li> <li>• Kayla reviewed the recommendations at the end of the report. <ul style="list-style-type: none"> <li>○ Dr. Frasier commented that the team did great work on the report and noted that a feature of the website is to disaggregate data by region. She asked if it would be possible to disaggregate the data in this report by region. Kayla responded that because the survey only covers a sample of nurses, separating the data by region would not necessarily represent the population.</li> <li>○ Donna Carlin commented that on Page 2, the first sentence should be revised to remove the preposition “is” at the end of the sentence.</li> </ul> </li> </ul> <p>Lisa Taylor made the motion to approve the 2023 Texas School Nurse Survey Report and Renae Schumann seconded. The motion carried.</p>
<p><b>4D. 2023 Nurse Supply and Demographic Reports</b></p>	<p>Kayla Davis presented the Nurse Supply Report and the Nurse Demographics Report.</p> <p>Nurse Supply</p> <ul style="list-style-type: none"> <li>• There were 59,356 active LVNs in Texas, with a supply ratio of 190 LVNs per 100,000 population. The number of LVNs has decreased by 13 percent since 2014, and the supply ratio of LVNs has decreased by 25 percent. The supply ratios of LVNs are higher in border and non-metropolitan counties than in non-border and metropolitan counties.</li> <li>• There were 232,197 active RNs in Texas in 2023, with a statewide supply ratio of 789 per 100,000, which is lower than the national average of 921 per 100,000. The Texas RN workforce has grown by 6.3 percent since 2018, and 21.8 percent since 2014. The supply ratios of RNs are higher in non-border and metropolitan counties.</li> <li>• There were 35,766 active APRNs in Texas. The number of APRNs has grown by 41.5 percent since 2018.</li> </ul>

	<ul style="list-style-type: none"> <li>• Out of the four APRN types, CNPs have seen the greatest increase in supply. <ul style="list-style-type: none"> <li>○ Dr. Benton noted it would be interesting to see where nurses who are licensed in Texas but not practicing in Texas are working.</li> </ul> </li> </ul> <p>A motion to approve this report was made by Cory Church and seconded by Angel Angco-Barrera. The motion was tabled until the other reports were reviewed.</p> <p>Demographics</p> <ul style="list-style-type: none"> <li>• The LVN workforce is predominantly female, as only 11.6 percent of LVNs were male. The largest proportion of LVNs are in the 41 to 50 year age range. Over a quarter of nurses are in the 51 to 60 year age range and will be eligible for retirement in the coming years.</li> <li>• The racial and ethnic diversity of the LVN workforce has been increasing since 2014.</li> <li>• The RN workforce is also predominantly female. There has been a 30.9 percent decrease in the percentage of RNs who are White/Caucasian, while the Hispanic percentage of RNs has been increasing.</li> <li>• APRNs had a higher percentage of male nurses at 16.3 percent. 30.5 percent of APRNs were 51 years or older. The majority of APRNs are White/Caucasian, but the percentage of White APRNs has decreased from 70.2 percent in 2014.</li> <li>• Broken down by APRN type, while the majority of APRNs were female, over 40 percent of CRNAs were male. NPs were the most racially diverse type of APRNs, as 50.2 percent of CNPs were White/Caucasian. <ul style="list-style-type: none"> <li>○ Dr. Frasier suggested that the report reference Healthy People 2023 instead of Healthy People 2020, noting that the objectives were largely the same.</li> </ul> </li> </ul> <p>A motion to approve these reports was made by Cory Church and seconded by Angel Angco-Barrera. The motion carried.</p>
<p><b>4E. 2024 Hospital Nurse Staffing Study Reports</b></p>	<p>Kayla Davis presented the 3 reports from the 2024 Hospital Nurse Staffing Study.</p> <p>Hospital Characteristics</p> <ul style="list-style-type: none"> <li>• Respondents provided data for 297 hospitals for a response rate of 40.2 percent. The survey was representative by geographic designation and bed size, but not by region. Hospitals in the Panhandle and North Texas had the highest response rates, while hospitals in the Rio Grande Valley and South Texas had the lowest response rates.</li> <li>• Of the five hospital designations, Magnet hospitals had the highest response rate, followed by Pathway to Excellence hospitals.</li> <li>• Of trauma facilities, the highest response rates were from hospitals with Level 1 Trauma Centers.</li> <li>• 69.2 percent of responding hospitals had RNs on boards with voting privileges. <ul style="list-style-type: none"> <li>○ There were no comments on this report.</li> </ul> </li> </ul>

### Staffing

- RNs made up the greatest proportions of nurses in hospitals.
- In Texas, 145 hospitals increased the number of RN FTEs, 20 decreased, and 132 reported no change. The number one reason hospitals increased budgeted RN FTEs were patient volume, followed by patient acuity and the addition of new beds.
- In total, Texas hospitals plan to budget 10,808 additional nursing FTEs, with most of those being RN FTE positions.
- NPs were the most common APRN type in hospitals, followed by CRNAs.
- The most common recruitment and retention strategies were PTO and shift differential.
- Most hospitals recruit within Texas. 17.2 percent of hospitals reported recruiting internationally.
- A majority of hospitals reported that it took 31-60 days to fill RN positions. The overall time to fill vacant RN positions has decreased from 2022.
- The most common new onboarding strategy implemented by hospitals is adding virtual components.
- The most commonly identified skill lacking among newly licensed nurses was a lack of critical thinking skills. Responding hospitals identified a lack of clinical experience as impacting critical thinking skills, communication skills, and basic nursing skills, which prolonged the onboarding process for some hospitals.
- Common career development opportunities offered by hospitals included tuition reimbursement, career ladder, certification assistance, and leadership training.
  - Dr. Benton asked what CRRN certification stood for in Table 9. Kayla Davis provided the definition.
  - Dr. Church asked for context on the individuals who responded to this survey, specifically what level of individual was responding to this survey. Kayla answered that the survey was sent to Chief Nursing Officers or Directors of Nursing.
  - Donna Carlin asked if the percent of LVNs in hospitals has increased since the last report. Kayla said that the percentage of LVNs had increased slightly from 2022.
  - Dr. Church asked if the data on newly licensed nurses applied to LVNs and RNs. Kayla answered that the question applied broadly to newly licensed nurses. Dr. Church suggested the report make a distinction that the question applied to both nurse types.
  - Pam Lauer asked about the reporting of contract LVN and RN FTEs. Kayla responded that there was great variance in the responses on the number of contract nurse FTEs between 2022 and 2024. Pam went on to state that the quality of this data has been a recurring issue and that it was not reported last year, and that upon further investigation the summary may be removed from this year's report.

### Vacancy and Turnover

- There were over 8,500 vacant RN FTE positions in Texas.

	<ul style="list-style-type: none"> <li>• More hospitals reported zero vacancies in 2024 than 2022 for all nursing staff types.</li> <li>• Vacancy rates for RNs, LVNs, and NAs have all decreased by less than 3 percentage points from 2022 to 2024.</li> <li>• Vacancy rates for all APRN types except CNSs increased from 2022 to 2024.</li> <li>• The statewide vacancy rate for RNs in Texas is higher than the statewide RN vacancy rates of Florida, California, and New York.</li> <li>• The statewide turnover rate was highest among NAs at 40.4 percent, followed by LVNs at 26.1 percent and RNs at 15.5 percent. The national median turnover rate is 15.0 percent.</li> <li>• The turnover rate has decreased for RNs and NAs, but increased slightly for LVNs. <ul style="list-style-type: none"> <li>○ Dr. Church commented that it is good to see the median turnover rate for RNs decreasing to pre-pandemic levels.</li> </ul> </li> </ul> <p>A motion to approve these reports was made by Cory Church and seconded by Grace Werckle. The motion carried.</p>
<p><b>4F. Organizational Updates</b></p>	<ul style="list-style-type: none"> <li>• Donna Carlin provided an update on behalf of the Texas Higher Education Coordinating Board. <ul style="list-style-type: none"> <li>○ The Texas Higher Education Coordinating Board received a charge from Governor Abbott to look at nursing and devise recommendations for the next legislative session. A taskforce was formed, with the first meeting on June 25, and future meetings to take place in August and September. A report is due to the legislature on October 1<sup>st</sup>. Three workgroups have been formed, which are focusing on allied health, curriculum, and preceptors and clinical education. The workgroups will provide recommendations to the taskforce. The grant awards for the Nursing Shortage Reduction Program have now been distributed, and the Texas Higher Education Coordinating Board is working on hiring someone to oversee this grant program. The Nursing Innovation Grant program is in its second year and is currently working on a new RFA to be sent out next year.</li> </ul> </li> <li>• Kristin Benton provided an update for the Texas Board of Nursing (BON). <ul style="list-style-type: none"> <li>○ The BON met to approve several new nursing education programs: a pre-licensure baccalaureate RN program and an MSN program for psychiatric/mental health nursing practitioners at the University of North Texas, a baccalaureate degree program at Hardin-Simmons University, and an apprenticeship program in the associate degree program at South Texas College. The BON has published its strategic plan and is developing its legislative appropriations request. Exceptional items include the renewal of funds to support work related to Operation Nightingale, additional staffing, information technology modernization, and an increase of the amount of the licensure renewal surcharge to support the Texas Center for Nursing Workforce Studies.</li> </ul> </li> </ul>

<p><b>4G. TCNWS Update</b></p>	<p>Pam Lauer provided an update on the Texas Center for Nursing Workforce’s current activities:</p> <ul style="list-style-type: none"> <li>• With regards to the 2024 Employer Nurse Staffing Surveys, additional Hospital reports on rural and border hospitals and Nursing Facility factsheets will be ready for review in the September meeting. The Home Health &amp; Hospice and Government Public Health reports are also upcoming.</li> <li>• 2024 Workplace Violence Survey of Individual Nurses: This report was sent out to RNs, LVNs, and other nurses. Ready for review by September meeting</li> <li>• FY 22-23 Workplace Violence Grant Program – grant period ends August 31, 2024, grantee reports and webinars will take place in Fall 2024</li> <li>• Three-fourths of contracts have been executed for the FY 24-25 Workplace Violence Grant Program.</li> <li>• With regards to planning for FY 25, Pam will be sending a poll to the advisory committee members on project ideas, such as a survey of newly licensed nurses. The team will also be working on the 2024 NEPIS and updating the existing nursing dashboards.</li> <li>• Applications will be solicited for the 5 advisory committee vacancies.</li> <li>• For next steps, TCNWS will survey employers of nurses related to clinical availability and newly licensed nurses.</li> <li>• The next meeting is tentatively scheduled for Wednesday, September 25.</li> <li>• Donna Carlin asked when the surveys would be distributed. Pam responded that the surveys would likely be distributed in the spring of 2025.</li> </ul>
<p><b>5. Public Comment</b></p>	<p>Dr. Benton opened the floor for public comment. Dr. Benton reminded the audience to state their name and organization if applicable.</p> <ul style="list-style-type: none"> <li>• Dr. Lyn McCright expressed admiration for nursing colleagues.</li> <li>• Teresa Walding thanked the advisory committee for their work.</li> </ul> <p>There were no other comments from the public.</p>
<p><b>6. Adjourn</b></p>	<p>Dr. Benton called the meeting adjourned at 12:17 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 pamelalauer@dshs.texas.gov at least 72 hours prior to the meeting so that appropriate arrangements may be made.