

# **HEALTH CARE WORKFORCE WORKING GROUP MINUTES**

**July 24, 2025**

**1:00 PM**

The Health Care Workforce Working Group held a public meeting on 12/19/2024, beginning at 1:00 PM, held at the following location:

10375 Professional Circle  
Third Floor – Walker Room  
Reno, NV 89521

## **Working Group Members Present**

Chair John Packham, Associate Dean, University of Nevada, Reno School of Medicine

Krisann Alvarez, Licensed Psychologist, Division of Child and Family Services

Edward Cousineau, Executive Director, Nevada State Board of Medical Examiners

Tyree Davis, Chief Medical Officer for Ancillary Services, Nevada Health Center

Adam Higginbotham, Executive Director, Nevada State Dental Board

Joelle McNutt, Executive Director, State of Nevada Board of Examiners for Marriage and Family Therapists & Clinical Professional Counselors

Jose Melendrez, Executive Director, University of Nevada, Las Vegas, School of Public Health

Steve Messinger, Policy Director, Nevada Primary Care Association

Sarah Restori, Administrative Director, Nevada Board of Psychological Examiners

David Wuest, Executive Secretary, Nevada State Board of Pharmacy

Frank DiMaggio, Executive Director, Nevada State Board of Osteopathic Medicine

Victoria “Vikki” Erickson, Executive Director, Board of Examiners for Social Workers

Mitch DeValliere, Agency Manager, Division of Public and Behavioral Health

## **Working Group Members Not Present**

Cathy Dinuer, Executive Director, Nevada State Board of Nursing

Joseph Fillipi, Jr., Executive Director, Patient Protection Commission, Nevada Health Authority

## **1. Call to Order and Roll Call**

- Roll call was taken and determined a quorum of the Health Care Workforce Working Group (HCWWG) was present, per Nevada Revised Statute (NRS) 439.51
- Mitch DeValliere acknowledged that the meeting was being recorded to facilitate transcription.

## **2. Public Comment**

- Chair John Packham read the public comment script.
- Chair Packham asked for public comment.
- None heard.

## **3. For Possible Action: Approval of Previous Meeting Minutes**

- Motion to approve the December 19, 2024, meeting minutes.
- Motion: Vikki Erickson
- Second: José L. Melendrez
- Vote: All in favor, no opposition. Minutes approved.

## **4. For Information Only: Introduction of New Members**

Chair Packham welcomed two new members:

- Adam Higginbotham, representing the State Dental Board, expressed interest in improving feedback loops between the board and this group.
- Chrisann Alvarez, a licensed psychologist with the Nevada Health Authority, shared her 18 years of experience with the Division of Child and Family Services.

## **5. For Information Only: Updates on DHHS and Nevada Health Authority**

- Mitch DeValliere explained recent structural changes:
  - DHHS has been renamed the Department of Human Services.
  - The Nevada Health Authority was established through SB 494 to consolidate functions like Medicaid, compliance programs, and analytics.
  - Key goals include reducing healthcare costs, increasing provider capacity, and improving service coordination.
  - Environmental health functions have been reallocated across divisions.
- Dr. DeValliere committed to sharing slide materials after the meeting.

## **6. For Information Only: Overview of Health Workforce Data Collection**

- Chair Packham provided a deep dive into the new workforce data collection requirements under NRS 439A.116 and AB 484:
  - Boards will need to collect 17 specific data elements during licensure renewal, including demographic details (race, ethnicity, gender identity), language proficiency, practice locations, telehealth use, and patient populations served.

- He emphasized the complexity of collecting sensitive data (e.g., gender identity, languages spoken) and warned of potential challenges in standardizing definitions and protecting individual privacy.
- Jose Melendrez expressed concerns about how DEI-related data collection may be politicized, especially concerning vulnerable groups.
- Edward Cousineau asked for clarification on mandatory data collection timelines.
- Adam Higginbotham raised technical implementation challenges, questioning whether boards should integrate the questions into existing licensure systems or use external survey links.
- Sarah Restori asked whether licensees would be mandated to respond to these new data elements, with John noting that decision-making authority rests with the work group and future policy discussions.

## **7. For Information Only: Inventory of Workforce Data Collected by Boards**

- John Packham proposed creating an inventory to understand:
  - What data boards currently collect during initial licensure and renewal.
  - Which data points are already publicly available.
  - Gaps that need to be addressed.
- Dr. DeValliere and Dr. Packham will distribute an inventory template to boards, and the findings will inform future strategies.

## **8. For Information Only: Leveraging State Practices – External Expertise Proposal**

- Chair Packham recommended inviting representatives from the Indiana Bowen Health Workforce Research Center to present at a future meeting. He emphasized learning from states like Indiana, New York, New Mexico, and Arizona to avoid redundant efforts.
- The group supported the proposal.

## **9. For Information Only: Discussion to establish a health care provider database per NRS 439A.116**

- Madison Lopey, Office of Analytics, highlighted key technical considerations:
  - Data collection must be standardized to ensure clean, reportable outputs.
  - Ms. Lopey suggested using Qualtrics or REDCap platforms. While Qualtrics offers built-in analytics, REDCap might be more cost-effective.
  - Ms. Lopey stressed the importance of minimizing free-text responses to maintain data integrity.
- Adam Higginbotham noted that integrating these data fields into each board's licensing software would be costly and time-consuming. He advocated for a centralized redirect link post-licensure renewal to collect data, which was met with general agreement.
- Ms. Lopey underscored the need for an initial inventory to avoid redundant data collection and to streamline the process across boards.

## **10. For Possible Action: Meeting Schedule & Action Items**

- The group agreed to a bimonthly meeting schedule:

- September 18, 2025
  - November 13, 2025 (moved from the third Thursday due to conflict)
  - January 15, 2026
- Motion to approve: Tyree Davis
- Seconded by: José Melendrez
- Approved unanimously.
- Chair Packham also announced an upcoming webinar on August 12, 2025, which will present:
  - The updated Nevada Health Workforce Chartbook.
  - A summary of 2025 legislative actions related to the health workforce.
  - Materials and registration links will be circulated.

## **11. Public Comment**

No further public comments were received.

## **12. Adjournment**

The meeting was adjourned.