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Richard Whitley,
MS
Director



DEPARTMENT OF HEALTH AND HUMAN SERVICES



NEVADA DIVISION of PUBLIC
and BEHAVIORAL HEALTH



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Administrator

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Ph.D., M.D.
Chief Medical
Officer

The Health Care Workforce Working Group (HCWWG)

Meeting Agenda

October 16, 2025

1:00 P.M. To Adjournment

This meeting is being held virtually. The public is invited to attend.

Meeting Locations

Physical Location

No Physical Location

Virtual location only

Virtual Information

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NOTICE:

1. The agenda items may be taken out of order.
 2. Two or more items may be combined; and
 3. Items may be removed from the agenda or delayed at any time.
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1. Call to Order and roll call

2. Public Comment

Public comment may be presented in-person, by computer, phone, or written comment. No action may be taken upon a matter raised under public comment unless the matter itself has been specifically included on an agenda as an action item. To provide public comment telephonically, dial [775-321-6111](tel:775-321-6111). When prompted to provide the Meeting ID, enter **755 212 454#**. Due to time considerations, each individual offering public comment will be limited to not more than five (5) minutes. A person making comment will be asked to begin by stating their name for the record and to spell their last name. A person may also have comments added to the minutes of the meeting by submitting them in writing either in addition to testifying or in lieu of testifying. Written comments may be submitted electronically before, during, or after the meeting by emailing Mitch DeValliere at bdevalliere@health.nv.gov. You may also mail written documents to the Division of Public and Behavioral Health, 4150 Technology Way, 3rd. Floor, Carson City, NV 89706.

3. For Possible Action

Discussion and possible action for approval of July 24, 2025, Meeting Minutes

4. For Information Only

Discussion of workforce data currently collected by licensure boards at initial licensure and licensure renewal process

5. For Information Only

Model practices from other states that collect health workforce data at license renewal

6. For Information Only

Discussion to establish a health care provider database per NRS 439A.116

7. For Possible Action

Discussion and possible action to establish **meeting schedule** and **future agenda** items for November and January.

8. Public Comment

Public comment may be presented in-person, by computer, phone, or written comment. No action may be taken upon a matter raised under public comment unless the matter itself has been specifically included on an agenda as an action item. To provide public comment telephonically, dial [775-321-6111](tel:775-321-6111). When prompted to provide the Meeting ID, enter 147 938 14#. Due to time considerations, each individual offering public comment will be limited to not more than five (5) minutes. A person making comment will be asked to begin by stating their name for the record and to spell their last name. A person may also have comments added to the minutes of the meeting by submitting them in writing either in addition to testifying or in lieu of testifying. Written comments may be submitted electronically before, during, or after the meeting by emailing Mitch DeValliere at bdevalliere@health.nv.gov. You may also mail written documents to the Division of Public and Behavioral Health, 4150 Technology Way, 3rd. Floor, Carson City, NV 89706.

9. Adjournment

NOTICES OF PUBLIC MEETINGS HAVE BEEN POSTED AT THE FOLLOWING LOCATIONS:

Physical Posting Locations

- Division of Public and Behavioral Health – 4150 Technology Way, 1st Floor, Carson City

Internet Postings

- Division of Public and Behavioral Health website:
<https://dpbh.nv.gov/Boards/HCWWG/hcwwg-information/>

This body will provide at least two (2) public comment periods in compliance with the minimum requirements of the Open Meeting Law prior to adjournment. No action may be taken on a matter raised under public comment unless the item has been specifically included on the agenda as an item upon which action may be taken. The Chair retains discretion to only provide for the Open Meeting Law's minimum public comment and not call for additional item-specific public comment when it is deemed necessary by the chair to the orderly conduct of the meeting.

This meeting is a public meeting, recorded and held in compliance with and pursuant to the Nevada Open Meeting Law, pursuant to NRS 241. By Participating, you consent to recording of your participation in this meeting. All voting members should leave their cameras on for the duration of the meeting and refrain from entering any information into the chat function of the video platform. **Please understand the use of obscenities or other behavior which disrupts the meeting to the extent that its orderly conduct is made impractical may result in forfeiture of the opportunity to provide public comment or removal from the meeting.**

We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements are necessary, please notify

Mitch DeValliere in writing by email bdevalliere@health.nv.gov or by mail at 4150 Technology Way, 3d Floor, Carson City, NV 89706.

If at any time during the meeting, an individual who has been named on the agenda or has an item specifically regarding them, including on the agenda is unable to participate because of technical difficulties, please notify Mitch DeValliere (775) 431-7144 or by email at bdevalliere@health.nv.gov and note at what time the difficulty started to that matters pertaining specifically to their participation may be continued to a future agenda if needed or otherwise addressed.

Please be cautious and do not click on links in the chat area of the meeting unless you have verified that they are safe. If you ever have questions about a link in a document purporting to be from (Committee name here) please do not hesitate to contact Mitch DeValliere (775) 431-7144. Please refrain from commenting in the chat area of the meeting, unless requested to, because minutes are required to be taken of the meeting.

Supporting material for this meeting can be obtained at: Division of Public and Behavioral Health, 4150 Technology Way, Suite 210, Carson City, NV 89706, or by calling Mitch DeValliere (775) 431-7144 or via email at bdevalliere@health.nv.gov.

Anyone who would like to be on the Health Care Workforce Working Group mailing list must submit a written request every six months to the Nevada Division of Public and Behavioral Health at the address listed below.

If you have difficulties with the hyperlink for the meeting provided above, please try copy and pasting the following address:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzkyZjY2ZDctMmE4Yi00NjBhLTg0MWYtODE4ZTcxMjdkNmQ4%40thread.v2/0?context=%7b%22tid%22%3a%22e4a340e6-b89e-4e68-8eaa-1544d2703980%22%2c%22oid%22%3a%2274a090ee-3b27-47a6-b5b0-98c1cfa1aea6%22%7d

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, Nevada Health Authority

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 Dinauer, 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.