

BUSINESS MEETING

THE MISSISSIPPI BOARD OF NURSING
BUSINESS MEETING

FEBRUARY 10, 2023

PROCEEDINGS

taken on Friday, February 10, 2023,
commencing at approximately 11:08 A.M.
at the Mississippi Board of Nursing
713 South Pear Orchard Road
Plaza II, Suite 300
Ridgeland, Mississippi

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APPEARANCES

BOARD MEMBERS IN ATTENDANCE IN PERSON:

T.J. ADAMS, RN, BSN, MSHA (PRESIDENT)
SANDRA CULPEPPER, LPN (VICE PRESIDENT)
JEREMY L. CUMMINS, LPN, LNHA (TREASURER)
JANIE CLANTON, RN (SECRETARY)
MARY STEWART, PhD, RN
NANCY NORRIS-JOHNSON, LPN, II, CPT
LACEY T. GENTRY, MSN, RN
LAURA MOORE, MSN, NP-C
CARLY WALKER, LPN
JAN COLLINS, CONSUMER

BOARD MEMBERS IN ATTENDANCE VIA ZOOM:

MELISSA KING, DNP, FNP-C
ALTON SHAW, MSN, FNP-C
MICHELLE OWENS, M.D.

ALSO PRESENT:

EDWARD WIGGINS, JR., ESQUIRE
SPECIAL ASSISTANT ATTORNEY GENERAL

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PROCEEDING

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MR. ADAMS: All right. Good morning, everyone. Welcome to our business meeting. Just want to call to order, and I also want to make sure we do have a few board members joining us via Zoom this morning: Dr. Melissa King, Dr. Michelle Owens, and Alton Shaw.

Jeremy, would you mind opening us up in a word of prayer.

MR. CUMMINS: I will. Let us pray.

(Prayer.)

MR. ADAMS: I declare we do have a quorum.

And would like to ask approval of the agenda.

MR. CUMMINS: I make a motion we approve the agenda.

MR. ADAMS: I have a motion by Jeremy.

MS. MOORE: I'll second.

MR. ADAMS: Second by Laura.

All in favor?

BOARD MEMBERS: Aye.

MR. ADAMS: All right. Open forum.

Mr. Trey asked if he could go first this morning.

1 MR. BOBINGER: Yes, sure. Get the party
2 started; right?

3 Good morning, everybody. I have just been
4 at the Capitol this morning. The house left early,
5 but the senate had a lot of work to do on the motion
6 to reconsider.

7 But, Ms. Phyllis, I'm going to try to follow
8 your direction and advice. I've got so many bills.
9 I'm telling you; it's been a busy session for
10 healthcare at the Capitol. We've had a number of
11 issues. Thank all the board members for -- a number
12 of you attended our Capitol Day, which I thought was
13 very successful and, again, had a presence at the
14 Capitol, interaction with legislators, and I think
15 that was very good.

16 Also, before I get into these general bills,
17 I wanted to thank Ms. Shan Montgomery for her good
18 work on our budget and our executive director for
19 her testimony at our two subcommittee hearings.

20 Shan, we're still watching for those bills
21 to drop. At midnight last night, I was watching,
22 but any day now our actual appropriations bill will
23 drop, and that's what they will work off of in both
24 the house and the senate. We're certainly hoping
25 for good things in our budget. I know this; our

1 proposal was first-rate. And we document, as you
2 guys know, everything we ask for. We don't just
3 make something up; we have something to back it up.
4 So we'll be working very closely in that process
5 moving forward.

6 You all know Senator Kevin Blackwell from
7 DeSoto. I wanted to give him a shout-out, for lack
8 of a better phrase, for his good work on trying to
9 help with the full practice authority legislation,
10 which unfortunately for our member associations and
11 nursing professionals did not pass. There was a lot
12 of work done.

13 Representative Donnie Scoggin in the house
14 dropped a bill also. He did a lot of work. A lot
15 of people across our associations -- I feel like as
16 we moved in the process, there was some constructive
17 relationship building, Dr. Johnson, among the
18 coalition and the stakeholders as we move forward in
19 developing a bill that everyone could support in the
20 APRN community. So I thought that was a positive.

21 Like I said, being an election year, we knew
22 that going in. I think we talked about that at our
23 last meeting that that probably didn't obviously
24 create a conducive environment for a bill that would
25 be perceived by some as controversial. So we'll

1 continue on that. I do think progress was made.

2 I think there's an ongoing education of
3 legislators on that issue. So I think -- you know,
4 I would assume you would see that back as a major
5 initiative by some of the associations that make up
6 licensees under this board.

7 I wanted to quickly just mention a few other
8 bills. Extending postpartum Medicaid coverage,
9 that's a pretty big deal. That bill had been
10 dropped before and was defeated. It passed the
11 senate. Authored by Senator Blackwell, it would
12 extend Medicaid coverage up to 12 months postpartum
13 for a Medicaid eligible individual. So that's kind
14 of a big deal because that had not been there. It's
15 a directive for Medicaid to provide up to 12 months
16 of continuous coverage postpartum for any individual
17 who qualifies for Medicaid, as a pregnant woman, to
18 extend the allowable under federal law. So we'll
19 see how that progresses.

20 There's also -- in fact, they debated on the
21 senate floor today. I saw Senator Bryan at the
22 podium talking about, Dr. Johnson, the burn center.
23 I think Baptist Hospital, as well as UMC have the
24 capabilities of taking on the burn center. I don't
25 think that's been determined, but it's being talked

1 about with some funding, most likely COVID-related
2 ARPA funding.

3 Senate Bill 2372, we've got a couple of big
4 -- that's the Mississippi Hospital Sustainability
5 Grant Program. This bill would establish to improve
6 and preserve access to healthcare for all
7 Mississippians, and it acknowledges the challenges
8 hospitals faced during the COVID-19 pandemic.

9 The funds would be distributed. There would
10 be some funding to each licensed -- hospital
11 licensed by the state except for hospitals owned by
12 the U.S. Department of Veteran Affairs, and I think
13 it said state operated facilities provide only
14 inpatient/outpatient psychiatric services.

15 So that's one bill. There's a big one I'm
16 going to mention in a moment.

17 We also had the Hospital Nurse Retention
18 Loan Repayment Program. That's passed the senate;
19 it's got to go to the house. Senate Bill 2373,
20 2373, recipients who are employed at a skilled
21 nursing home, Mr. Cummins, or a licensed general
22 acute care hospital in the state would be eligible
23 for \$6,000 for each year of employment, up to three
24 years to go toward repaying their student loans.

25 Now, I would encourage each of you -- we

1 have a very user-friendly -- you can Google
2 Mississippi State Legislature, and, you know, it
3 pops up, and there's an easy-to-follow toolbar where
4 you can put the numbers in. But this looks like
5 more of a recruitment tool to me. It looks like
6 it's for newer nurses like within their first year,
7 whatever, trying to encourage them and help them
8 with their loan situation.

9 Of course, you've got to have tax liability
10 before you get tax credit. They're not just going
11 to write you a check unless you've got tax
12 liability, which would seem to be fair.

13 House Bill 273, this has passed the house
14 and been sent to the senate. Would establish the
15 Healthcare Impact Grant Program to be administered
16 by the State Department of Health. The bill states
17 that the program will provide grants to hospitals
18 and long-term care facilities for the purposes of
19 strengthening and improving the healthcare system
20 and the quality and availability of healthcare
21 services.

22 Additionally, it would partially compensate
23 hospitals for uncompensated care. All of you know
24 that's an issue at every single hospital in the
25 state is uncompensated care.

1 I wanted to mention 1222 very quickly. I
2 think this bill is quite lengthy, but it's the
3 Mississippi Collaborative Response to Mental Health
4 Act. Now, this is being handled by Representative
5 Sam Creekmore from New Albany under the House Jud B
6 Committee.

7 Basically, the bill would require county and
8 municipal law enforcement agencies to provide mental
9 health first aid training that is evidence based and
10 approved by the Department of Mental Health to all
11 law enforcement officers who are employed or
12 contracted by the agency. It gives them several
13 years because we have 11,500 certified law
14 enforcement officers in the state.

15 But I think it requires them to have a base
16 minimum of like eight hours of training, but every
17 department in the state will have to have one person
18 -- one officer that has had 40 hours of mental
19 health training, like a designated person for mental
20 health.

21 There's some reporting requirements on the
22 chancery clerks and all on about involuntary
23 commitments for mentally ill folks. There's even
24 some language in there that talks about indigent
25 care and indigent mental patients receiving care.

1 So I think it's a good -- it's not a silver
2 bullet, but I think it's very helpful. There were
3 hearings that I attended before the session. I
4 think they had one at the beginning of the session.

5 I also wanted to mention Senator Bryan has a
6 general bill where he's bringing code sections
7 forward with some of the different community mental
8 health centers and some different entities that
9 impact the mental health system in our state.

10 So what I kind of see, you've kind of got a
11 dual track going, where you've got this helping kind
12 of on the front lines of commitments and law
13 enforcement, and then hopefully there can be
14 something on the funding side to provide some
15 additional help.

16 This is House Bill 270 is one you want to be
17 familiar with. This is Chairman Sam Mims, as we all
18 know, House Public Health Chairman. This is his
19 bill. It would authorize an income tax credit for
20 certain individuals who begin employment as a
21 registered nurse or advanced practice -- so it would
22 be LPNs or RNs. No, I'm sorry. Registered -- the
23 other one -- registered nurse or APRNs on July 1st
24 or after, the tax credit would be for \$1,500.

25 Now, I want to be clear. That bill I talked

1 about earlier, I may have misspoke on the tax
2 aspect. That was loan repayment - the 6,000 per
3 year that you would be eligible for up to three
4 years maximum.

5 This deals with the tax credit here. This
6 is Chairman Mims' bill. It's going over to the
7 senate for further debate.

8 There's, like I said, a number of bills.
9 There's a couple more I thought I would mention.

10 One Dr. Johnson and Shan and I became aware
11 of was a midwifery bill that would create a new -- I
12 know -- I think, the board regulates professional
13 midwives, right, with certain training and
14 educational requirements. There was a bill that
15 would create a new classification or category with
16 less training, less education, as I understand it,
17 and that would have created an entirely new state
18 agency to oversee that group. So that was
19 interesting. That bill died. It did not move
20 forward. But they did get some publicity on local
21 television and some media attention. So I don't
22 know; they may be coming back on that next year.

23 A couple of other things. One, this is in
24 the area of workforce training, workforce
25 development, Senate Bill 2371. Phyllis, as you

1 recall, we discussed this on the workforce training.
2 It looks like it's primarily involving community
3 colleges. And if you look, the first seven pages of
4 the bill, I guess, the substance of the bill - you
5 look around page 6 and 7 on Senate Bill 2371 - it's
6 going to provide funding through the Office of
7 Workforce Development and Training.

8 And what this funding would do -- for things
9 to help with curriculum, equipment, supplies,
10 recruitment. There's just some different things to
11 try to bring people into nursing and allied
12 healthcare, just trying to help facilitate some
13 things due to the shortage of healthcare workers.
14 So that's a bill you might want to look at.

15 And this one was just kind of interesting
16 that Senator Hobson, from Vicksburg, had dropped
17 about providing automated external defibrillators.

18 It started out in public places, Phyllis,
19 but I think they've narrowed it to public and
20 charter schools to create a grant program to have
21 these things available.

22 You know, and I don't know if some of this
23 was in reaction to what we all saw in the football
24 game where the gentleman from Buffalo Bills had that
25 incident, but, obviously, there's other various

1 forms of cardiac arrests or causations for that, but
2 to have a defibrillator and provide some grant
3 money, particularly, for our schools to be able to
4 address those emergencies. But that was Senate bill
5 2750.

6 I'll be glad to take any questions if
7 anybody's got any questions about anything
8 specifically.

9 MS. COLLINS: A busy session.

10 MR. BOBINGER: Extremely. You know, we
11 used to always say that during election years, while
12 you don't want to do anything controversial, or
13 we're not going to take up a lot of bills, and
14 there's been a lot of bills introduced this year on
15 a lot of different subjects.

16 And I think a lot of it, you know,
17 healthcare, with the shortage in our profession,
18 that nursing professionals and other healthcare and
19 also just the dire situation that many of our
20 hospitals find themselves in, particularly our rural
21 hospitals, but most all hospitals are facing
22 challenges from recruitment, retention.

23 And I think it was Dr. Johnson and some
24 others made the point. It's not that we don't have
25 hospital beds. We don't have people to staff those

1 beds, as you all know, and that's a big problem.
2 I'm hoping that out of all of this stuff that I've
3 gone through that some of this will actually make a
4 substantive difference and allow us to -- and the
5 licensees of this board to do what they're trained
6 and educated to do; that's help treat patients and
7 people that are sick and ill. Hopefully we'll get
8 some things to do that and to have facilities for
9 our people to work and be able to do their jobs.

10 DR. STEWART: Trey, just quickly. The
11 House Bill 2070, I think, that Mims put forward, and
12 you mentioned it's for the --

13 MR. BOBINGER: The tax credit.

14 DR. STEWART: -- the tax credit. That's
15 for preceptorship? Is that the --

16 MR. BOBINGER: Yeah, I think so.

17 DR. STEWART: And it's RN and APRN now?

18 MR. BOBINGER: Yes.

19 DR. STEWART: That's good.

20 MR. BOBINGER: Yeah. It's a credit for
21 certain registered nurses and advanced practice
22 registered nurses. Yeah, for certain -- to begin
23 employment -- now, there again, it looks like they
24 have trimmed this back to -- again, to entice -- and
25 for new-hires. The title of the bill says an income

1 tax credit for certain persons who begin employment
2 as a registered nurse or an APRN in this state on or
3 after July 1, 2023, to provide eligibility criteria.
4 So I think this, again, is something to try to
5 attract folks in, you know, maybe even from out of
6 state to come in and practice in Mississippi. So I
7 think it's --

8 DR. STEWART: So that's not about
9 preceptorship.

10 MR. BOBINGER: No. The original bill he
11 sent us was, but I think they --

12 DR. STEWART: Modified it.

13 MR. BOBINGER: You remember, Phyllis,
14 they were going to do a fiscal note on it to see
15 what the cost would be. And what I think occurred
16 -- I think that was his intent; I know it was. I'm
17 afraid the cost got so high that they had to try to
18 pull it back. So I think they're trying to say,
19 well, maybe this could be a tool to bring some more
20 folks into the state to try to practice - help us
21 with the shortage.

22 DR. STEWART: Okay, thanks.

23 MR. BOBINGER: Thank you.

24 If there's no other questions, thank you for
25 your time. I appreciate it.

1 DR. KING: Quick question for you. Can
2 you hear me?

3 MR. BOBINGER: Who's that? Melissa,
4 where are you?

5 DR. KING: Yeah, I'm on the -- I'm
6 looking at you.

7 MR. BOBINGER: Go ahead. Go for it.

8 DR. KING: So thank you for all of the
9 updates. I just have a quick question on 2323. Did
10 you have an update on that one? Did that one -- has
11 it moved through the senate, or is it to the house?

12 MR. BOBINGER: Thank you, Melissa, for
13 that question. Senate -- you remember I mentioned
14 one hospital grant bill. Senate Bill 2323 is kind
15 of the granddaddy, if you will. It allows
16 collaborations and in some cases, acquisitions
17 flexibility where hospitals can share services or
18 costs on certain things. It's an effort brought
19 forward, there again, to help hospitals.

20 Melissa, I specifically spoke to my friend,
21 who is the mayor of Greenwood, Mississippi,
22 Ms. Carolyn McAdams. She has been a very strong
23 advocate of that hospital in Leflore County, along
24 with the supervisors and many others. It's a county
25 joint -- county/city owned hospital. And I asked

1 her if they were supportive, and she said, "Yes."

2 There again, I don't think it's a magic or
3 silver bullet, but I think it's just an attempt to
4 loosen some restrictions or loosen some requirements
5 in current law to allow some of these hospitals,
6 particularly rural hospitals; although, it could
7 apply to any others to do things jointly if that may
8 help them save money or cut costs. And I think
9 that's the thrust of it. Yes, it is still alive,
10 and it has passed the senate.

11 DR. KING: Okay, thanks, Trey.

12 MR. BOBINGER: Melissa, I want to say
13 one other thing. I think the legislature is looking
14 this year -- you're going to see monies kind of as a
15 bridge to help our hospitals. I think there will be
16 some funding to help them through this fiscal year.

17 I think next year it's going to be time and
18 the legislators I've talked to are aware. They're
19 going to have to sit down and really focus and make
20 some hard choices, but focus on a long-term strategy
21 to fund and support, fiscally support, our state
22 hospitals. So I think this year they're trying to
23 do what they can to kind of bridge the gap. I think
24 next year you may see more legislations about
25 addressing a long-term solution to that problem.

1 Thank you.

2 MR. ADAMS: Thank you, Trey. I
3 appreciate all your hard work.

4 All right. Other members? I did notice
5 Ms. Teresa Malone on or anyone else that would like
6 to update us.

7 MS. MALONE: Yes. Can you hear me okay?

8 MR. ADAMS: Yes.

9 MS. MALONE: Excellent. Thank you so
10 much. Just a couple of things. I am not going to
11 be repetitive. I think that Trey covered so many of
12 the bills that are out there right now that impact
13 the healthcare environment, as well as our nurses.

14 I do want to say a very special thank you to
15 the faculty, to the students, to the nurses: RNs,
16 APRNs, you name it, that attended the RN and APRN
17 day at the Capitol recently. I also want to say a
18 very special thank you to Deans and Directors who
19 co-hosted that event with us, as well as the School
20 Nurses Association.

21 In talking with the legislators, I think
22 one of, to me anyway, one of the most appreciative
23 comments that I heard was legislators saying how
24 professional our nursing students were. And I think
25 that speaks volumes for our nursing profession and

1 for our next leaders in nursing. But thank you to
2 all who participated in that.

3 I do want to echo a couple of things that
4 Trey mentioned. One, I want to say a very special
5 thank you to Representative Blackwell as well as
6 Rep-- I mean, Senator Blackwell as well as
7 Representative Scoggin for their support on full
8 practice authority. Unfortunately, those bills did
9 not go through; however, we will continue to educate
10 legislators on the need for full practice authority
11 in our state.

12 And as Trey mentioned, we knew that this was
13 going to be a very difficult ask this year, but it
14 does not mean that you stop educating them and
15 providing the data and information that they need to
16 better understand this.

17 Likewise, with several of the bills that
18 Trey mentioned, one especially is the mental health
19 issue. Many of you heard from Richard Roberson at
20 the last -- at your last board meeting, about the
21 sessions that were co-hosted by MHA and MNA
22 throughout the state at different facilities. And
23 the mental health issue was cited - I would say - in
24 every single location as being a massive challenge.

25 I also want to say that along with the

1 infographics that we passed out on the nurse faculty
2 side, MNA has made sure that in every conversation,
3 including most recently in my -- in a presentation
4 to a subcommittee, that we are addressing the fact
5 that you cannot look at nursing in silos.

6 I was actually asked to present on the
7 recruitment of nurses to the schools of nursing, and
8 as we all know, that is just one aspect because if
9 these facilities - and I use this term -- it's not
10 just the nursing shortage; it's a nursing crisis.

11 If the facilities are not at a level where
12 they can hire -- if the salary ranges are not
13 competitive at our clinics, at our facilities, at
14 the schools of nursing - we can go on and on - then
15 addressing one area is not going to help. Because
16 as I mentioned to this committee, you can have all
17 the nursing faculty positions fully staffed; you can
18 have the salary range be competitive; you can be
19 graduating nurses and that's wonderful, but if the
20 environment is not such that they can remain in
21 Mississippi because they can obtain competitive
22 salaries, then we've just done a really great job of
23 turning out nurses that are going to go to other
24 states.

25 So I think it is very important -- I know

1 Trey has stressed this. I know Executive Director
2 Phyllis Johnson has stressed this. It's that
3 legislators truly understand the many aspects right
4 now that need to be addressed in healthcare, in the
5 nursing profession. And as Trey said -- I agree, I
6 think there's going to be some short term -- short-
7 term work towards this, but, ultimately, we have a
8 long way to go, and I think it's very important that
9 they understand we appreciate what they're doing,
10 but there is a lot more work to be done relative to
11 the nursing crisis that we're having in our state.

12 Excuse me. I also want to thank Executive
13 Director Johnson. One of the things I always try to
14 do - y'all know I'm a data nerd - is that when I am
15 making a presentation at the Capitol, I always want
16 to make sure that any numbers that I cite are
17 consistent with any numbers that the Mississippi
18 Board of Nursing cites. So I want to say a very
19 special thank you to her for responding to me and
20 always providing that data to me, especially right
21 before these presentations, just to make sure that
22 there's no confusion on the part of legislators, and
23 we're all kind of speaking in one voice.

24 As Trey mentioned, I think groups working
25 together really showed the strength of the nursing

1 profession, and, again, I really want to express my
2 appreciation to her for that.

3 As I mentioned earlier, at those events that
4 were hosted at the facilities, we heard from RNs,
5 APRNs across the board -- LPNs, you name it.
6 They're exhausted; they're tired; they are worried
7 about the future. And we normally would host an
8 APRN conference in person in April, but we have
9 received so many calls from APRNs throughout the
10 state basically stating either they can't take off.
11 It's problematic for travel. As we all know, the
12 cost of living has gone up so exorbitantly, and they
13 have asked that we host a virtual event. So that is
14 what we are going to do. So our April APRN
15 conference will be virtual this year, and that
16 allows the flexibility for APRNs to access -- access
17 those recordings at their leisure.

18 So once again, we will be reaching out to
19 Executive Director Johnson and asking her to make a
20 presentation. That's one of the most, I think,
21 sought after presentations that we include in each
22 one of our events. So, again, we appreciate her
23 assistance on that.

24 Likewise, we are continuing work on human
25 trafficking in our state to better educate our

1 nurses across the board on how this is impacting
2 patients, communities, you name it.

3 In addition, we are continuing our work to
4 encourage nurses to seek help and not be hesitant to
5 seek mental health services because of the stigma
6 that they feel like is attached to it.

7 We have talked to many nurses throughout the
8 state. There is definitely in Mississippi, just as
9 across the country, nurses are hesitant to let it be
10 known, for lack of a better word, that they are in
11 the need of and/or are receiving mental health
12 services. And we want to make sure that --
13 especially given the environment that we're in today
14 and the increase of verbal abuse and physical abuse
15 that nurses are facing, we certainly do not want to
16 have any stigma associated with nurses seeking that
17 help. So you'll be seeing a lot more information
18 coming out from MNA on that as well.

19 Again, I've covered a lot of information
20 quickly. I didn't want to take up a lot of your
21 time. But, again, thank you all for your support at
22 the RN and APRN day at the Capitol, and, again, just
23 a very special thank you to Executive Director
24 Johnson.

25 I'll be glad to answer any questions that

1 you may have.

2 MR. ADAMS: Thank you, Ms. Malone.

3 MS. MALONE: Thank you.

4 MR. ADAMS: Any questions for
5 Ms. Malone?

6 All right. Other members?

7 Moving on, Office of Nursing Workforce.

8 MS. TERRY: Good morning. I will be
9 giving a very brief update, and I also will be
10 giving an update on MnVP, so I'll start with that.

11 Currently, MnVP has a total of 42
12 participants. Our program manager, Casey Loper, has
13 21; and our RN case manager, Sheron, has 21 as well.
14 We had three program graduates as of November 2022,
15 and we had four referrals to legal. Also as of
16 November 2022, we had three new participants join
17 the program, and we have two additional participants
18 that's pending intake.

19 As far as outreach, we have participated in
20 many speaking events. We were able to go to
21 Mississippi Delta Community College, and we spoke to
22 the students about our program. We were also able
23 to go to Singing River in Gulfport, Mississippi, and
24 we were able to speak about our program as well.

25 Our program manager, Casey Loper, also had

1 the opportunity to speak in front of the PN council
2 when their meeting was held here, I think, last
3 month.

4 And then for this month, we have plans to
5 participate in two conferences. One will be the
6 2023 Mississippi Mental Health and Addiction
7 Conference, as well as the Mississippi Addiction
8 Conference that will both be held this month.

9 As far as future projects, we are looking to
10 make our program more visible. Like Ms. Malone
11 talked about mental health in our profession, our
12 program not only hits on substance abuse but also
13 mental health, and a lot of people are not aware of
14 our program. So we are looking to be visible at the
15 schools, be visible at the facilities, and at
16 different conferences.

17 One thing we want to implement is visiting
18 one nursing school a month. Students are not aware
19 of this. But they are suffering from different
20 mental health issues and/or substance issues, so
21 that is something that we are looking to implement
22 for our program.

23 And then for Office of Nursing Workforce,
24 our program, of course, has two major scholarships.
25 One is nursing retention scholarship, and one is our

1 scholarship program where we partner with the
2 schools.

3 While the retention scholarship, which was
4 implemented last year, we were able to award 24
5 recipients. As of December 2022, we had seven that
6 were successful and graduated, and we still have 17
7 that are still in our program.

8 For 2023, we project six graduates: Three
9 as of May 2023 and three as December 2023. The
10 provisions for this program is retention, of course,
11 so we require that recipients stay in the State of
12 Mississippi for one to two years, depending on the
13 amount of funds they received. If they receive
14 \$2,500, they're required for one year, and if they
15 receive up to \$5,000, they are required for two
16 years. So we're looking to continue that program to
17 continue keeping our nurses here in the State of
18 Mississippi.

19 And the total amount of funds for that
20 program was \$100,000. We did \$60,000 for the fall,
21 and we have disbursed \$40,000 for this spring. Of
22 course, it's a lower amount because we had those
23 recipients to graduate.

24 And then for our program that we partner
25 with the schools, we had a total of \$812,500 to be

1 awarded to the schools. 294,128.54 was used for the
2 fall, and we have 518,371.46 that will be used for
3 the spring. This scholarship is used at the
4 discretion of the schools, so they are able to award
5 students that they see are deserving of this
6 scholarship. And this is another scholarship that
7 we hope to continue moving forward.

8 And then lastly, we have our grant, our
9 MStar grant, that we are beginning to implement.
10 That's our telemedicine grant. And right now we are
11 in the process of verifying that the partnering
12 schools have received all of the equipment. Once we
13 verify that all equipment has been received, then we
14 move forward with instruction as far as installation
15 and training to use these materials.

16 And that's all that I have. Do y'all have
17 any questions for me?

18 MS. COLLINS. And by schools, you're
19 talking about the community colleges and
20 universities?

21 MS. TERRY: As far as the grant. So the
22 schools that we're partnering with: Delta State
23 University, Hinds Community College, Meridian -- no,
24 I sorry. I'm giving y'all wrong information; I
25 apologize. I don't have the list of the schools

1 right now, but I will be able to get you that
2 information. I didn't put that on my list, but it
3 is a combination of the schools that we're
4 partnering with.

5 MR. CUMMINS: Ms. Terry, as far as the
6 scholarships that are being awarded, does ONW have a
7 way that we're getting accountability back from the
8 schools on who is awarded the scholarships, how much
9 is awarded to each recipient, and tracking of the
10 recipients staying in Mississippi for a certain
11 period of time? Is that recordkeeping that you get,
12 and is that something that you possibly could share
13 at some point?

14 MS. TERRY: So last year we did
15 implement accountability forms - and this is for the
16 scholarship program that we partner with the schools
17 - where they are able to fill out this form. It
18 says the name of the student that received and the
19 amount of funds.

20 Now, right now we don't have a way to track,
21 you know, who stays in the state, but that is
22 something that we're looking to implement because
23 the goal is retention for our program this year.

24 And so our retention scholarship, we are
25 able to track them, but for the scholarship that we

1 partnered with the schools, we have not implemented
2 that, but that is one of the goals that we would
3 like to do is follow the scholarship this year.

4 MR. CUMMINS: So what I'm hearing is
5 there is an accountability process that's been put
6 into place --

7 MS. TERRY: Yes.

8 MR. CUMMINS: -- as of now so that going
9 forward, we're able to see where our monies are
10 spent and ensure that the scholarships are truly
11 going to the students --

12 MS. TERRY: Correct. The only thing
13 that we have not tracked yet is the one -- if
14 they're staying in the State of Mississippi.

15 MR. CUMMINS: Okay. Are both of these
16 scholarships -- have a requirement of retention?

17 MS. TERRY: Not -- to my understanding -
18 and Dr. Johnson, you correct me or, Shan, you
19 correct me if I'm wrong - the one that we partner
20 with the schools does not have a retention or does
21 not have a requirement to stay in the State of
22 Mississippi. The one that is labeled "retention
23 scholarship," that one does have a requirement, but
24 our other one does not.

25 MR. CUMMINS: Is that something we might

1 look into?

2 DR. JOHNSON: That's something we can
3 take back to the Office of Nursing Workforce, and
4 Sandra and the committee can look at that and decide
5 if that's something they want to do. I think it's a
6 good question.

7 MR. CUMMINS: Thank you.

8 MS. TERRY: You're welcome. Any other?

9 DR. KING: Hey, it's Melissa.

10 MR. ADAMS: Go ahead.

11 MS. CULPEPPER: To follow up on
12 Ms. Terry, her and I had a discussion, so I want to
13 go on the record to say that our advisory committee
14 will have four open positions for June. So I want
15 to put out there to go check the ONW site.
16 Ms. Terry will be uploading the applications for
17 anyone who will be interested in joining the
18 advisory committee.

19 MS. TERRY: Yes. Thank you, Sandra.

20 MS. CULPEPPER: You're welcome.

21 MR. ADAMS: Dr. King.

22 DR. KING: Hey, sorry. I was just going
23 to go back to the monitoring of the scholarships
24 that we send out with the metrics associated with
25 that. Are we looking to -- so if these bills pass

1 this legislative session, can we also monitor in the
2 fact that we're not just giving a lot of funding to
3 one or two or ten individuals? Are we going to set
4 parameters on if you've received so many amount of
5 dollars from another grant opportunity, then we may
6 pursue looking at another individual to help out for
7 recruitment and retention?

8 MS. TERRY: To my understanding, if you
9 have received funds from any other scholarship
10 source, you are not eligible for this scholarship.
11 Does that answer your question?

12 DR. KING: It does. Thank you.

13 MS. TERRY: You're welcome.

14 MR. CUMMINS: How do we get that
15 information?

16 MS. TERRY: As far as if they receive --

17 MR. CUMMINS: From some other source.

18 MS. TERRY: It's a part of the criteria.
19 Honor system, to my understanding, that they don't
20 receive any other funds, but we haven't implemented
21 anything to verify that.

22 MR. ADAMS: Any questions for Ms. Terry?
23 Thank you.

24 MS. TERRY: Thank y'all.

25 MR. ADAMS: Practical nursing education,

1 Dr. Burks.

2 DR. BURKS: Good morning. I do not have
3 any items for a motion, but I do have an updated
4 report.

5 In your packets, you have the practical
6 nursing education program summary of the annual
7 report. Each year the schools are required to
8 submit information regarding their program outcomes.
9 And the first page, you'll just see a brief overview
10 of the rationale behind them submitting that
11 information, information about the scope of
12 practice, and the length of the programs.

13 I also included an actual map of where those
14 schools are located within the state. Although,
15 there are 15 community colleges and they all have
16 practical nursing programs, some of the programs
17 have multiple sites. So you can see where they're
18 distributed throughout the state.

19 Next is the NCLEX pass rate. And this
20 information, schools are required to submit to keep
21 their accreditation status. And as you can see,
22 when we look at the practical nursing programs
23 within the State of Mississippi, most of those
24 programs score above or at what the national NCLEX
25 score. And with COVID there were concerns about

1 scores dropping drastically, but as you can see for
2 the year of 2021, 100 percent of the PN programs in
3 the State of Mississippi, they scored at or above
4 the national NCLEX level, and there are several
5 programs that throughout the course of time, they
6 have scored 100 percent on their NCLEX pass rate.

7 And also gave the information in terms of
8 the number of students that are admitted into the
9 program. This is very important because often the
10 students who are in the practical nursing programs,
11 these are the students who do transition to the RN
12 programs, so that helps with the workforce in the
13 State of Mississippi.

14 And as you can see during the year of COVID,
15 the numbers dropped; however, afterwards those
16 numbers are up, and they're pretty much up to what
17 they were prior to COVID.

18 The programs, they do graduate. Because
19 oftentimes you'll hear how many students are
20 actually graduating. So you will see that
21 information; it is broken down by schools. Some
22 schools are much smaller than others, so that's
23 where the difference in the number that actually
24 graduates.

25 And the number admitted is based upon, of

1 course, the faculty as well as their space that they
2 have. But also if you look and you see the total
3 number of graduates, that number has increased as
4 well.

5 And for post-COVID, the number of graduates
6 in the practical nursing program is actually above
7 what it was pre-COVID era.

8 The completion is also important. Because
9 although students may enter a program, it's very
10 important for those students to complete these
11 programs. According to the standards, the schools,
12 they have an opportunity to set their own completion
13 rates, and this is based upon that program's
14 demographic and the location of that program.
15 Because although we would like to say all programs
16 are created equal, the reality; they are not. But
17 the schools, they have and they are meeting what
18 they have set as their completion rate.

19 We also have information on the number of
20 faculty, full time and adjunct or part time.

21 Adjunct and part time, those definitions are
22 based upon the schools and what they represent. A
23 requirement for all the programs in terms of their
24 theoretical component, it has to be a 1 to 15, and
25 the clinical component is 1 to 10. So that's why

1 for some years you may see schools have more adjunct
2 faculty to support those additional students they
3 may have.

4 And the last part of this report, it just
5 reflects when we look at the gender and the
6 ethnicity of the students in the program.

7 And that is the end of my report. Any
8 questions?

9 MR. ADAMS: Any questions for Dr. Burks?

10 MS. CULPEPPER: Great job.

11 MR. ADAMS: Very good job. Thank you,
12 Dr. Burks.

13 DR. BURKS: Thank you.

14 MR. ADAMS: All right. Moving on to
15 board business. In your packet, you have board
16 business meeting minutes from December the 9th,
17 2022. Everyone's had an opportunity to review?

18 MR. CUMMINS: I make a motion we accept
19 the minutes.

20 MR. ADAMS: I've got a motion to accept
21 the minutes from Jeremy.

22 MS. NORRIS-JOHNSON: I'll second.

23 MR. ADAMS: Second from Ms. Nancy.

24 All in favor?

25 BOARD MEMBERS: Aye.

1 MR. ADAMS: Any opposed?

2 (No verbal response.)

3 MR. ADAMS: Also you have your hearing
4 panel minutes from October 2022. Can I get a
5 motion?

6 MR. CUMMINS: I make a motion we accept.

7 MR. ADAMS: Motion from Jeremy.

8 MS. NORRIS-JOHNSON: I'll second.

9 MR. ADAMS: Second, Ms. Nancy.

10 All in favor?

11 BOARD MEMBERS: Aye.

12 MR. ADAMS: Agreed settlement proposals
13 minutes October of 2022.

14 MR. CUMMINS: I make a motion we accept
15 the agreed settlement proposals.

16 MR. ADAMS: Got a motion from Jeremy.

17 MS. NORRIS-JOHNSON: Second.

18 MR. ADAMS: Second from Ms. Nancy.

19 All in favor?

20 BOARD MEMBERS: Aye.

21 MR. ADAMS: Any opposed?

22 (No verbal response.)

23 MR. ADAMS: Future meetings: Agreed
24 settlement proposals are scheduled for April 11th,
25 2023; disciplinary hearings are April 12th and 13th,

1 2023, at 8:30 A.M. And business meeting, April
2 14th, 2023, at 11:05 A.M. The panel is Ms. Sandra
3 Culpepper, Mary Stewart, Dr. Melissa King, and
4 Jeremy Cummins.

5 I also need to back up and waive reading of
6 names on motions.

7 MR. CUMMINS: I'll make the motion we
8 waive the reading of names on motions.

9 MR. ADAMS: I have a motion from Jeremy.

10 MS. NORRIS-JOHNSON: Second.

11 MR. ADAMS: Second from Ms. Nancy.

12 All in favor?

13 BOARD MEMBERS: Aye.

14 MR. ADAMS: Executive director's report.

15 DR. JOHNSON: Good morning,
16 Mr. President and Members of the Board. Thank you
17 for the opportunity to present this morning.

18 First of all, I'd just like to applaud the
19 staff here at the Board of Nursing. They are just
20 awesome. And listening to the reports of Dr. Burks
21 and Ms. Terry, who's only been here three months,
22 this morning I am beaming with pride. But that's a
23 testament to the staff that we have here at the
24 board. And as I always tell you, I am nothing
25 without them. So I would just like to give

1 accolades to them as well as to another one of our
2 directors that's in the room.

3 And I'd like for Mr. Jamison to stand. And
4 the reason I want him to be acknowledged is we had
5 our FBI audit here at the Board of Nursing last
6 month, and we did extremely well. I was able to
7 meet the FBI agents that came by that did that.

8 A lot of hard work goes into the FBI audit.
9 Mr. Jamison does this without any complaints. He
10 may want to, but he never complains to me.

11 And he sends all of this information forward
12 to the FBI. So it is great to know that three years
13 ago - it's done every three years, I think - we
14 passed with flying colors, and this time the agents
15 had nothing but good words to say.

16 I will let you all know that he is often
17 contacted by other boards that are going through
18 similar audits because they know that we do a great
19 job. So I just wanted to take this opportunity --
20 this is a lot of hard work, and all of the staff
21 participate, but he does a lot of work on this. I
22 wanted to thank him for that because this is so, so
23 important, and we are compliant. And so it's very
24 -- it's very important that we remain compliant with
25 this audit. It deals with our fingerprints and our

1 background checks on our licensees that apply here
2 at the Board of Nursing. So I just wanted to say
3 that.

4 And, of course, Shan Montgomery, who is the
5 CFO, I don't have to say anything else. She always
6 does an outstanding job, along with our board member
7 Jeremy Cummins on the finance committee to make sure
8 we're prudent of the state's funds. So, thank you,
9 Shan, and, Jeremy.

10 And I would like to thank Sandra for being
11 so cooperative and working with our new director of
12 the Office of Nursing Workforce. She's been here
13 three months; it's still a learning curve, but I
14 think, as you can see from her report this morning,
15 that we did a great job in that. So thank you,
16 Sandra, for your cooperation in assisting her in her
17 new endeavors.

18 That being said, I do want to bring to your
19 attention -- I'll be brief because I know we do have
20 an appeal today, so we want to move on with the
21 meeting.

22 I wanted to bring to your attention the
23 mid-year meeting, March 28th through the 30th in
24 Seattle. I've spoken with the president. There
25 will be six board members that can attend this

1 particular meeting, and the president will be giving
2 me the confirmed list prior to leaving today of
3 those members that will be attending. This is
4 important because I have to get these names up to
5 National Council, and we have to make your
6 accommodations, like reservations.

7 Once that list is confirmed, then you will
8 be getting additional information from myself and my
9 executive assistant, Vanessa Gray, on the next
10 steps. But I did want to bring that to your
11 attention that we will be confirming that today.

12 Additionally, I had the privilege of
13 attending the Tri-Regulatory Council in Washington,
14 D.C., last week. That consisted of the Federation
15 of State Medical Boards, National Association of
16 Boards of Pharmacy, and NCSBN. We talked about
17 workforce, and I was listening to that today, and I
18 made a note to make sure that I reference that
19 meeting because we're not the only ones experiencing
20 workforce issues and a decrease in workforce.

21 It is very interesting that the number of
22 pharmacy students and med students has decreased
23 tremendously in schools. And especially in the
24 medical field, there's a decrease in certain
25 specialties, such as surgeons. So this has -- it's

1 very alarming, and they are looking at what they can
2 do workforce-wise to try to get more people to go
3 into these professions. So it's not only nursing.
4 Of course, you know, nursing is a workforce issue in
5 itself. But I thought that I -- it was interesting
6 that others are experiencing the same thing, so now
7 it's kind of alarming to them that they're noticing
8 this drop in the pharmacy students and the med
9 students.

10 In the meeting earlier, I know,
11 Mr. President, you asked me about the total licenses
12 for RN renewals. As you all are aware, this was our
13 renewal year, this past year, for RNs. I'm happy to
14 report that as of a few minutes ago, we had a
15 99-percent renewal rate. So that's good because I
16 know at the last meeting, we were kind of concerned,
17 but as we all know, they wait until the last minute,
18 and they did come in and renew. So 99 percent
19 because that's what you asked me about - the
20 percentage rate. So that in itself was good.

21 I also wanted to bring to your attention the
22 public health emergency. As you all are aware, the
23 national public health emergency, President Biden
24 will lift that in May of this year. There was some
25 discussion at the meeting I was at this week from

1 the Governmental Affairs Division of National
2 Council as to how that would impact practicing.

3 There probably will be some impact on how we
4 practiced over the past three years. They're
5 looking at some of the waivers that went into effect
6 during the pandemic. Some of those may stay in
7 effect; however, we won't know which ones those are
8 until closer to that date. But they are looking at
9 some of those waivers staying in effect; otherwise,
10 it will resort back to pre-COVID.

11 So that's some things that we will be making
12 sure that our licensees are aware of once we get the
13 final information on what will remain in effect and
14 what will not.

15 Also, March 7th, next month, I have been
16 invited as a representative of NCSBN to go to
17 Washington, D.C., and it's called NCSBN Day on the
18 Hill. So I'll be visiting with congressional
19 contingents on the Hill in D.C. on March 7th, and
20 we'll be talking about regulatory issues and
21 workforce issues. So this will be good to also
22 showcase what we do in regulation and also the
23 importance of workforce and the funding for
24 workforce issues. So if y'all have anything you
25 need me to maybe bring up, then please feel free to

1 shoot me an e-mail on that.

2 The FBI fraudulent school situation, which
3 I'm sure everybody is often asking questions about.
4 And the FBI calls it Operation Nightingale, and I
5 know I distributed to the board members a statement
6 from NCSBN. It remains a complex investigation
7 throughout the nation and on a global scale.

8 You know, we've been contacted by a couple
9 of media entities, but I am happy to report that the
10 Mississippi Board of Nursing has a process in place,
11 and we've been working with NCSBN and the FBI. As
12 of today, there have been zero licensees in the
13 State of Mississippi that have been identified that
14 are fraudulent.

15 It is an ongoing investigation, and I have
16 to check it daily. There is a special portal that
17 only myself and legal counsel have from NCSBN where
18 if anybody that has graduated from one of those
19 schools applies for licensure in this state or any
20 state, it's dumped into our database, and I am able
21 to see that. There is an alert put on it, and
22 before we license them, we have to make sure and
23 verify that they are legitimate. However, again,
24 there have been zero instances of where we've had
25 licensees in our state. So that, again, is a

1 testament to our system and to your leadership and
2 what the board has in place in their rules and
3 regulations in that we already review these things.
4 Again, the FBI audit we just passed that shows our
5 background check and fingerprinting.

6 We do take that very seriously. And I was
7 happy to also know that on social media, that some
8 of the things that were being said when this came
9 out is, "They don't have to worry about the
10 Mississippi Board of Nursing because they're real
11 strict." So that's good; that's good. Sometimes
12 strict is good.

13 So thank you all for your leadership in
14 that. I just wanted to bring that to your attention
15 because I know that's a concern, and I still get
16 some, you know, inquiries about it, but right now we
17 have zero. So hopefully, we can keep it that way.

18 Additionally, the APRN compact - there are
19 three states that have passed legislation for the
20 APRN compact. I am happy to report there are
21 several other states that have introduced
22 legislation, and they're still in their legislative
23 sessions right now. So we're monitoring this at the
24 national level to see how that goes. Because once
25 seven states introduce and have approved

1 legislation, the APRN compact goes into effect.

2 That being said, Mississippi then would have
3 to submit legislation to join the compact, sort of
4 like we did with the NLC. So more to come on that.
5 I'll keep you all posted, but that in itself is a
6 good sign that would allow APRNs to have mobility
7 like the RNs and the LPNs have, and that will go
8 across state lines without having to apply for
9 licensure in those individual states.

10 And I would also like to recognize
11 Dr. Cagle, who is our director of advanced practice,
12 who has been instrumental in going across the state
13 over the past few months, and she's done a
14 tremendous job. And when I say "all staff," that
15 encompasses all staff, and sometimes I may forget to
16 call out names, but all staff does a tremendous job.

17 But Dr. Cagle has reached out to MANA, our
18 nurse anesthetists, and was invited to speak at
19 their meeting and present some good information to
20 them. So that in itself was great, you know, to be
21 able to be invited to MANA and speak at their
22 business meeting. So thank you, Dr. Cagle, for all
23 you do as well.

24 And I think that is all I have at this
25 point, Mr. Chair.

1 MR. ADAMS: Thank you, Dr. Johnson. Any
2 questions for Dr. Johnson?

3 MS. COLLINS: Dr. Johnson, I know you
4 mentioned you had 99 percent people that renewed
5 their license. How many nurses do we have now?

6 DR. JOHNSON: Approximately 65,000.
7 That's the RNs and the LPNs combined. So we only
8 had 88 out of that number that had not renewed at
9 last check.

10 And, as you know, these statistics are on
11 our website under our licensure statistics. If you
12 go to the "board" prompt on the msbn.ms.gov, scroll
13 down to licensure and statistics, all this
14 information is broken down right there. It tells
15 the APRNs, as well, even the ethnicity, the settings
16 where they work. And, you know, I think a lot of
17 people forget we have this data on our website. But
18 you can also get it there, and that's realtime data.
19 It goes up -- every 24 hours, it's uploaded into the
20 system.

21 MS. COLLINS: Well, I know at one point
22 in time, we had over 70,000.

23 DR. JOHNSON: Well, we have over 70,000
24 licenses that we're responsible for, but that's a
25 combination of some of them have multiple licenses,

1 but it's 65,000 nurses in the state.

2 MR. ADAMS: Any questions? Thank you,
3 Dr. Johnson.

4 Moving on to committee reports.

5 Executive committee: I have nothing new to
6 bring forward that hasn't already been discussed
7 today.

8 Compliance committee.

9 MS. CULPEPPER: I just have one motion
10 coming out of compliance, and that is I move that
11 the board adopt the compliance committee's
12 recommendation that the following affidavits formal
13 reprimands be accepted for ratification for license
14 number R-893398.

15 MR. ADAMS: Got a motion.

16 Second?

17 MR. CUMMINS: Second.

18 MR. ADAMS: All in favor?

19 BOARD MEMBERS: Aye.

20 MR. ADAMS: Any opposed?

21 (No verbal response.)

22 MR. ADAMS: Advanced practice committee,
23 Dr. King.

24 DR. KING: Thank you, Mr. President.

25 Although, lots of discussion over different aspects

1 for advanced practice, nothing to bring forward to
2 the full board today. Thank you.

3 MR. ADAMS: Thank you, Dr. King.

4 Practice committee.

5 DR. STEWART: We have no report.

6 MR. ADAMS: Thank you, Mary.

7 Administrative code, ad hoc committee,
8 Dr. King.

9 DR. KING: Thank you, Mr. President. We
10 met a couple of weeks ago. Don't have any motions
11 to bring forward, but I did want to open the floor
12 to Mr. Brandon Walker to see if he wanted to give an
13 update as to where we are or Ms. Deanne Saltzman,
14 either one, but we don't have any specific motions
15 but continue to work on the priority set forth at
16 the beginning of the year.

17 MS. SALTZMAN: Good afternoon. In the
18 last committee meeting, we discussed possibly going
19 in and changing some of the current regulations that
20 we had in place related to time frames that relates
21 to both appeals, whether an appeal is stayed, what
22 if there's a summary suspension, just trying to go
23 in and kind of tidy those up. We have a meeting set
24 for February the 24th again with the administrative
25 code committee to do that.

1 As far as motions and actions in the past,
2 we have three different sets of rules: The addition
3 of the opioid and benzo language to mimic what was
4 done with the Board of Medical Licensure. That's
5 been filed. It's gone now through OLRC, through
6 Secretary of State, and now it's about to be back
7 through OLRC.

8 The repeal of the pre-disciplinary portion,
9 that's in the same status.

10 And what's the third?

11 Sorry, my mind went blank.

12 MR. WALKER: The monitored practice
13 hours.

14 MS. SALTZMAN: Yeah, it's monitored
15 practice hours. The monitored practice hours
16 amendments that came out of committee - in the same
17 status. They've been through OLRC, Secretary of
18 State, now they're about to go back through OLRC.
19 So I anticipate meeting with OLRC sometime in the
20 near future to get that done. Once the resolution
21 comes out of OLRC, those will then be re-filed with
22 Secretary of State and become final.

23 Do you have any questions for me or for
24 Mr. Walker?

25 Thank you.

1 MR. ADAMS: Dr. King, I will make a
2 comment. I know that's a very busy committee. And,
3 again, I would like to say thank you for your work
4 there.

5 Finance committee, Jeremy.

6 MR. CUMMINS: All right. Finance
7 committee has received the financials for December
8 and January. Everything was within limits and
9 looked good.

10 We do have some updates, though, on the
11 fiscal year '24 that went through Legislative Budget
12 Office. Some of our fiscal year '23 requests were
13 not fulfilled, and so the level of funding they
14 provided was not necessarily in what we requested,
15 so we're seeking to restore what was originally
16 asked for.

17 This is a normal practice. As a year's
18 budget may not be fulfilled, it is normal practice
19 to go back and ask for that funding again, and
20 that's what we've done.

21 There were two positions: medical cannabis
22 investigator and a full-time court reporter. The
23 positions were approved; they were not funded.
24 We're going back this year and asking for the
25 funding of those two positions to go onto the board.

1 That will pull us back up to a full board staff head
2 count of 43 employees.

3 As far as salary progression, we have put in
4 a request for a 5-percent salary increase for
5 non-nursing, a 10 percent increase for nursing
6 employees. The same as nursing shortages in the
7 hospitals, skilled nursing facilities, we also have
8 them on the board. So we're trying to keep what we
9 have and get their salaries up to the appropriate
10 limits. For the 10-percent salary increases, this
11 would add \$60,000 to our annual budget. For the 5
12 percent non-nursing, that would add \$107,000 to our
13 annual budget.

14 As far as travel goes, we have requested a
15 slight increase, \$5,000 to our annual travel budget.
16 This will accommodate the elimination of the trip
17 optimizer system. Also will accommodate increase in
18 mileage rates that have increased. So that \$5,000
19 increase there will cover that. But the trip
20 optimizer is no longer required, and that's the
21 reason we have that.

22 If you're looking on your form here, you'll
23 see under "total budget requests," all of the
24 original requests. You'll see what the legislative
25 budget allowed. You can see on the 2024 final

1 budget request it just goes back; it mirrors the
2 original budget request. The only difference you'll
3 see is in salaries. The original request was
4 sitting at 3.2 million. 2024 final budget request
5 goes up to 3.3 million. The difference there is the
6 funding of the investigator for cannabis and the
7 full-time court reporter. So that's going to be
8 that difference there.

9 On all the other areas: travel,
10 commodities, vehicles, all of that will be an exact
11 mirror for our request.

12 As far as revenue and cash, the board is
13 sitting with -- December 31st, our cash balance was
14 sitting just over \$8 million. That seems a little
15 higher than what we normally run. The reason would
16 be we just came out of an RN renewal year.

17 And what we'll need to do is kind of watch
18 that. About 65 percent of that budget has to go for
19 two years because our LPN renewals are much lower
20 than our RNs. That would also be, you know, if an
21 LPN upgrades, and they're going to fall under the
22 RN, and there's more RNs, by all means.

23 So at the end of January of 2024, we'll have
24 a better picture of where our true numbers are as
25 far as our budget. And what the finance committee,

1 along with the board will need to do to expend
2 monies to hopefully keep from having a sweep there.

3 But the good news here is, is that the
4 revenue and cash on-hand is adequate and sufficient
5 to meet the requests and the continued operations of
6 the board.

7 Any questions?

8 I do need a motion to approve.

9 MR. ADAMS: I make a motion.

10 MS. CULPEPPER: I'll second it.

11 MR. ADAMS: Second by Sandra.

12 All in favor?

13 BOARD MEMBERS: Aye.

14 MR. ADAMS: Any opposed?

15 (No verbal response.)

16 MR. ADAMS: Office of Nursing Workforce
17 advisory committee, Sandra.

18 MS. CULPEPPER: Nothing further.

19 MR. ADAMS: Thank you Sandra.

20 All right. With that, that completes the
21 agenda.

22 DR. JOHNSON: Mr. President, if I may.

23 MR. ADAMS: Yes, ma'am. Dr. Johnson.

24 DR. JOHNSON: As you all know, I was at
25 the board of directors meeting this past week, and

1 we had board hearing week, so I do want to
2 acknowledge our legal staff. I have not received a
3 phone call, so I assume everything went well, and
4 that in itself is good.

5 It's always good when you can leave your
6 place of employment, and you're the executive
7 officer and know that the wheel continues to turn,
8 and it doesn't fall off. And, again, that's a
9 testament to the staff. So, you know, to the legal
10 division and all the staff here, I'd just like to
11 give them a round of applause for the great job.

12 MR. ADAMS: And, Dr. Johnson, I'll echo
13 that. There was a couple of board members this
14 morning that came in smiling, and you can get a feel
15 of the room very quickly if it's been either good or
16 bad for the week. But, again, thank you to the
17 staff. Thank you to those board members that were
18 here all week and all of your hard work is very much
19 appreciated. And hopefully this is catching us up
20 on hearings that we had fallen a little behind. So
21 we had added a day over the last few months, and I
22 hope we're in a little better shape now.

23 Anything else from the group?

24 MR. CUMMINS: Motion we adjourn.

25 MR. ADAMS: Got a motion.

BUSINESS MEETING

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1 MS. COLLINS: Second.

2 MR. ADAMS: Second, Jan.

3 Thank you. Y'all have a good day.

4 (MOTIONS ATTACHED HERETO.)

5 (Whereupon, the above-entitled

6 proceeding concluded at 12:15 P.M.)

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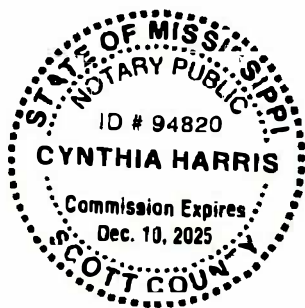
1 CERTIFICATE OF COURT REPORTER

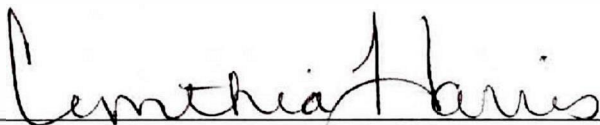
2 I, CYNTHIA HARRIS, Court Reporter and Notary
3 Public, in and for the County of Scott, State of
4 Mississippi, do hereby certify:

5 That the foregoing pages contain a full,
6 true, and correct transcription of all the
7 proceedings taken by me at the time and place
8 heretofore stated;

9 That I am not kin or in anywise associated
10 with any of the parties to said cause of action or
11 their counsel, and that I am not financially
12 interested in the action.

13 IN WITNESS WHEREOF, I have hereunto set my
14 hand and seal, this the 15th day of February, 2023.
15
16
17





CYNTHIA HARRIS, RPR, CCR 1828

25 MY COMMISSION EXPIRES: DECEMBER 10TH, 2025

MISSISSIPPI BOARD OF NURSING

MOTION # 4

I move that approval of agenda

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Laura
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 5

I move that Business meeting Minutes for Dec

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

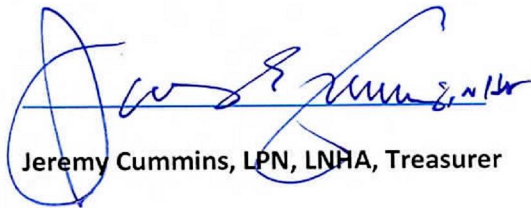
ADJOURNED: The Business Meeting adjourned at approximately 12:27 p.m.

A handwritten signature in blue ink, appearing to be 'T. J. Adams', written over a horizontal blue line.

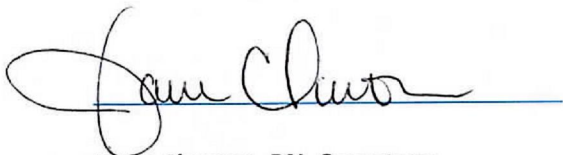
T. J. Adams, RN, BSN, MSHA, President

A handwritten signature in black ink, appearing to be 'Sandra Culpepper', written over a horizontal blue line.

Sandra Culpepper, LPN, Vice President

A handwritten signature in blue ink, appearing to be 'Jeremy Cummins', written over a horizontal blue line.

Jeremy Cummins, LPN, LNHA, Treasurer

A handwritten signature in black ink, appearing to be 'Janie Clanton', written over a horizontal blue line.

Janie Clanton, RN, Secretary

BUSINESS MEETING

THE MISSISSIPPI BOARD OF NURSING
BUSINESS MEETING

DECEMBER 9, 2022

PROCEEDINGS

taken on Friday, December 9, 2022,
commencing at approximately 11:11 A.M.
at the Mississippi Board of Nursing
713 South Pear Orchard Road
Plaza II, Suite 300
Ridgeland, Mississippi

REPORTED BY: CYNTHIA HARRIS, RPR, CCR, #1828
SOUTHERN STENO REPORTERS
3541 Highway 13 South
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(601) 507-0849

SOUTHERN STENO REPORTERS
601-507-0849

BUSINESS MEETING

Page 2	Page 4
<p>1 APPEARANCES</p> <p>2</p> <p>3 BOARD MEMBERS IN ATTENDANCE IN PERSON:</p> <p>4 T.J. ADAMS, RN, BSN, MSHA (PRESIDENT)</p> <p>5 SANDRA CULPEPPER, LPN (VICE PRESIDENT)</p> <p>6 JEREMY L. CUMMINS, LPN, LNHA (TREASURER)</p> <p>7 JANIE CLANTON, RN (SECRETARY)</p> <p>8 MARY STEWART, PhD, RN</p> <p>9 NANCY NORRIS-JOHNSON, LPN, II, CPT</p> <p>10 ALTON SHAW, MSN, FNP-C</p> <p>11 LAURA MOORE, MSN, NP-C</p> <p>12</p> <p>13 BOARD MEMBERS IN ATTENDANCE VIA ZOOM:</p> <p>14 MELISSA KING, DNP, FNP-C</p> <p>15 LACEY T. GENTRY, MSN, RN</p> <p>16</p> <p>17 ALSO PRESENT:</p> <p>18 EDWARD WIGGINS, JR., ESQUIRE</p> <p>19 SPECIAL ASSISTANT ATTORNEY GENERAL</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 PROCEEDING</p> <p>2 * * * *</p> <p>3 MR. ADAMS: All right. Good morning,</p> <p>4 everyone. Welcome to the Board of Nursing. I would</p> <p>5 like to call the meeting to order. It is 11:11. I</p> <p>6 would like to begin with Mr. Jeremy opening us up in</p> <p>7 a word of prayer.</p> <p>8 MR. CUMMINS: Let's pray.</p> <p>9 (Prayer.)</p> <p>10 MR. ADAMS: I would also like to note we</p> <p>11 have a declaration of a quorum, and that we have two</p> <p>12 members joining us via Zoom: Dr. Melissa King and</p> <p>13 Lacey Gentry.</p> <p>14 You have the agenda in front of you. Can I</p> <p>15 get a motion to approve the agenda?</p> <p>16 MR. CUMMINS: Make a motion to approve</p> <p>17 the agenda.</p> <p>18 MR. ADAMS: Got a motion by Jeremy.</p> <p>19 MS. NORRIS-JOHNSON: I'll second.</p> <p>20 MR. ADAMS: Second by Ms. Nancy.</p> <p>21 All in favor?</p> <p>22 BOARD MEMBERS: Aye.</p> <p>23 MR. ADAMS: Any opposed?</p> <p>24 (No verbal response.)</p> <p>25 MR. ADAMS: Open forum: Legislation,</p>
Page 3	Page 5
<p>1 TABLE OF CONTENTS</p> <p>2</p> <p>3 Title Page..... 1</p> <p>4 Appearances..... 2</p> <p>5 Table of Contents..... 3</p> <p>6 Proceedings..... 4</p> <p>7 Court Reporter's Certificate..... 52</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 Mr. Tray.</p> <p>2 MR. BOBINGER: All right. Good morning.</p> <p>3 DR. JOHNSON: Could we back up?</p> <p>4 MR. ADAMS: Yeah, sure.</p> <p>5 MR. BOBINGER: Oh, yeah. We've got a</p> <p>6 guest.</p> <p>7 DR. JOHNSON: Mr. Chair.</p> <p>8 MR. ADAMS: Yes, ma'am.</p> <p>9 DR. JOHNSON: We do have an open forum.</p> <p>10 A guest from the Hospital Association is here.</p> <p>11 MR. ADAMS: Okay.</p> <p>12 DR. JOHNSON: So --</p> <p>13 MR. ADAMS: Mr. Roberson.</p> <p>14 MR. ROBERSON: Actually, I'll gladly</p> <p>15 yield my time.</p> <p>16 MR. BOBINGER: I told him I was going to</p> <p>17 echo what he says.</p> <p>18 MR. ADAMS: Okay, let's go. Mr. Richard</p> <p>19 Roberson.</p> <p>20 MR. ROBERSON: Well, good morning,</p> <p>21 everyone. And first of all, let me say thank you</p> <p>22 for everything that y'all are doing and continue to</p> <p>23 do as we go through some pretty unprecedented</p> <p>24 challenges still in healthcare in Mississippi and</p> <p>25 around the country.</p>

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1 I'm Richard Roberson; I'm general counsel
2 and vice president for policy and state advocacy
3 with the Mississippi Hospital Association.
4 And just to -- you know, just here to say
5 thank you. Also to give you guys just an update on
6 a few things that we're working on as it relates to
7 the nursing profession.
8 We know there's a huge crisis right now
9 within the nursing profession on workforce. We're
10 engaged on some various initiatives for increasing
11 the supply of nurses and also helping the nurses
12 that are working their tails off right now.
13 And we're looking at tax credits,
14 scholarships, forgivable loans, all those types of
15 things that we've talked about over the last couple
16 of years.
17 We're looking at things to make the
18 workplace safer. We hear all the time from our
19 hospitals, challenges that their nurses have with
20 just safety issues in the hospitals and not just in
21 the hospitals but in clinics and other settings as
22 well.
23 But we're going to be talking about some
24 things from a legislative standpoint that we can do.
25 A few years ago we were able to get some increased

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1 discussion about what is going on with the nurses.
2 We think it's important for legislators to
3 hear how the impact of their policy decisions
4 regarding and how they approach healthcare from a
5 policy perspective impacts the nurses and impacts
6 their ability to care for patients at bedside.
7 And we've heard stories over the last couple
8 of weeks that are pretty -- pretty powerful stories.
9 We've heard the importance of, first of all, having
10 a hospital to go to. We've heard of a case up in
11 the Delta where if that hospital had not been there,
12 one of the nurse's best friend's son would be dead
13 because he would not have been someone that could
14 have ridden in an ambulance 45 minutes past that
15 town to get care.
16 So we hear all the time about how maybe
17 certain parts of the state don't need healthcare;
18 maybe they don't need a hospital; maybe it needs to
19 look like something else. Well, I think there are a
20 lot of stories out there that would tell you
21 otherwise.
22 So we're firmly engaged on that issue and
23 trying to make sure that legislators hear it
24 directly from those who are most impacted by their
25 decisions, and those are our nurses, to be quite

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1 punishment on offenders who assault nurses and other
2 healthcare workers and got that raised to a felony
3 offense instead of a misdemeanor.
4 But we know there are challenges around the
5 state with law enforcement not always being as
6 supportive as perhaps they could be for helping our
7 healthcare workers and our nurses in some very
8 difficult situations.
9 We've had instances over the last few months
10 and weeks of some potentially very bad situations
11 that thankfully have been avoided.
12 But we're looking at things such as, you
13 know, what to do about firearms being brought onto
14 campus, particularly with our public hospitals.
15 We want to make sure that folks, patients in
16 the hospitals, visitors, family members but also our
17 healthcare workers and our nurses are as safe as
18 they can be. And those stories that we've heard
19 over the last several months have been pretty
20 heartbreaking in some cases.
21 We've been working with the Mississippi
22 Nurses Association over the last couple of weeks,
23 and it will continue over the next week to engage
24 legislators and chief nursing officers and their
25 staff in conversations, kind of a town-hall

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1 honest.
2 So administrators in hospitals have a
3 different set of stress level. They're trying to
4 make sure the business operations and the patients
5 are taken care of and all the trains are running on
6 time, but it's the nurses that feel those different
7 stress levels, and they feel the pressures -- the
8 downward pressures of revenue and the impact that
9 that has as they take care of patients.
10 And the stories that I've heard that
11 resonate the most with me over the last couple of
12 years have been those stories of nurses and their
13 frustrations in what they've been faced with through
14 COVID and now as we're into post-COVID. And that
15 is -- you know, certainly ratios are a challenge and
16 frustrating. Money has been an issue. Work-life
17 balance has always been an issue, but it's even been
18 more acutely an issue the last few years.
19 But the primary thing that comes through to
20 me is when I've heard nurses say, "What really has
21 impacted me and frustrated me the most and is
22 affecting me personally is that I cannot take care
23 of the patients in the way I have been trained to
24 take care of them and in the way that I know is the
25 best way to take care of them." And that is

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1 depressing to me; it is frustrating to me. And we
2 need to get that fixed.
3 So those are the things from the Mississippi
4 Hospital Association's perspective that we're
5 working on, and we appreciate the board's support.
6 We look forward to continuing to work with the
7 Nurses Association and with this board and with
8 Phyllis on different things that we can do to help
9 our nurses. And we appreciate being here. So thank
10 you for what you're doing.
11 MR. ADAMS: Any questions for Richard?
12 DR. STEWART: Can I say something?
13 MR. ADAMS: Go ahead.
14 DR. STEWART: First, thank you for
15 coming and those words of encouragement.
16 We were just talking right before the board
17 meeting. You know, one of the things with the
18 nurses in absorbing so much of this stress, and our
19 Board of Nursing staff does a tremendous job of
20 helping in terms of those that have substance-use
21 disorders. We just see that more and more. And I
22 know nursing is not the only profession that's
23 affected by that, but in some respects, it's an
24 occupational hazard, I mean, because of the stress
25 and the demands and the ratios that you're talking

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1 know some of the challenges that nurses face and
2 going home every night to a different part of your
3 house to get out of the PPE, to shower before you
4 hug your kid. Those are real stories that not all
5 of us have to face.
6 And so the mental health issues and the
7 challenges have come up and have rang true and we've
8 kind of, I think, felt like it's kind of a -- it's a
9 -- these meetings have been part legislative
10 advocacy work and part group therapy for everybody.
11 And those are certainly challenges the hospitals are
12 looking at as well. And from an advocacy
13 standpoint, we need to do better as a state and
14 getting that addressed.
15 DR. STEWART: Thank you.
16 MR. ADAMS: Questions for Richard?
17 Ms. Johnson.
18 DR. JOHNSON: Mr. Chairman, thank you.
19 And, Richard, thank you for being here, and thanks
20 to the Hospital Association for their efforts in
21 including nursing in everything because nursing is
22 so important and all that they've done legislatively
23 thus far.
24 I had a question about the hospital
25 closures. The criticality of the impact it has on

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1 about.
2 So, you know, we see that when we see people
3 come in who have this disease, and they need help.
4 And that then, of course, you know, distresses the
5 system even further when they are absent and are
6 able to get help, hopefully.
7 So I know you guys are thinking about that
8 and talking about that. But I just wanted to
9 mention it so it doesn't get forgotten.
10 MR. ROBERSON: No. I appreciate that.
11 In every one of these meetings we've had over the
12 last week and a half, we've talked about the mental
13 health impacts and the mental behavior health impact
14 on the nursing workforce of what they're having to
15 go -- what they've been through with COVID.
16 You know -- and you know as well as I do the
17 stories where nurses became family members during
18 COVID, and they had to be with that patient during
19 times at the end of life and provide that
20 end-of-life care from a clinical standpoint but also
21 from a personal, emotional, and spiritual
22 standpoint. And that takes what's already a
23 difficult professional job into a whole different
24 level. Then it becomes much, much more personal.
25 My sister is a nurse, and so, you know, I

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1 the overall healthcare system in Mississippi and
2 nationally.
3 So what efforts are being undertaken to
4 address this issue in Mississippi, if you could
5 speak briefly on that?
6 MR. ROBERSON: Sure. So, you know, so
7 many challenges for hospitals right now is driven by
8 revenue.
9 Mississippi hospitals are the lowest cost
10 inpatient hospitals, for inpatient expenses in the
11 country. I mean, and it's not even close. The next
12 closest state is Wyoming, and they're almost \$200
13 more per day more expensive than Mississippi.
14 So our problem in Mississippi is not cost;
15 it's revenue. We don't have the revenue; we don't
16 have the payer mix and the volume that supports
17 healthy hospitals, healthy healthcare systems across
18 the state.
19 And, you know, you look at some hospitals,
20 and Greenwood has been one that has very publicly
21 been out front. Their payer mix is less than 10
22 percent commercial, and some of that includes the
23 federal marketplace plans which aren't, you know,
24 true commercial, employer-sponsored coverage
25 insurance companies.

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1 So the challenge in a place like Greenwood
2 is when, you know, less than 10 percent of your
3 revenue is coming from employer-sponsored healthcare
4 coverage and the rest is coming from combinations of
5 Medicare, which has been hit by sequestration;
6 market basket rate decreases through the Affordable
7 Care Act that have resulted in tens of millions of
8 dollars in Greenwood being lost over the last few
9 years; and then the rest of their population is
10 Medicaid and self-pay, which is really uninsured, no
11 pay, it makes it extremely challenging.

12 And we see those hospitals that have that
13 type of payer mix are going to be the ones at the
14 tip of the spear that are going to be, you know, in
15 a really, really bad place and already are.

16 And so, you know, we continue to talk about
17 things like Medicaid expansion because it's just
18 kind of the obvious thing.

19 And, you know, when the federal government
20 set up the Affordable Care Act, they kind of robbed
21 from Peter on the Medicare side to pay for Paul on
22 the Medicaid side. And we've had all the cuts from
23 Medicare from 2012 through 2027 that will add up to
24 almost four billion dollars across the state in
25 reductions on the Medicare side, but we've not been

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1 If you're in labor, that's a scary drive.
2 So that's -- those are the types of things that keep
3 us up at night worried about our hospitals is,
4 obviously, impact on the hospital, but it's the
5 impact on those communities and on those patients
6 that need those services, and they need them
7 locally.

8 DR. JOHNSON: Thank you.

9 MR. ROBERSON: Thanks, Phyllis.

10 MR. ADAMS: Any questions?

11 Again, thank you, Richard, for coming.

12 MR. ROBERSON: Thank you.

13 MR. ADAMS: Thank you to the Hospital
14 Association.

15 MR. ROBERSON: Appreciate y'all. Thank
16 you.

17 MR. ADAMS: Others while we're in open
18 forum? I did notice Ms. Malone on via Zoom.
19 Teresa, do you have anything?

20 MS. MALONE: Can y'all hear me okay?

21 MR. ADAMS: Yes.

22 MS. MALONE: Yes. And I will be very
23 brief. I'm driving. I apologize if there's
24 background noise.

25 First, I want to say a very special thank

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1 able to make any of that up on Medicaid.

2 And, you know, I don't think that anyone
3 will tell you right now that expansion is the single
4 solution or getting more covered lines is the
5 single-bullet solution. It probably would have been
6 10 years ago.

7 But, you know, we've got deferred
8 maintenance on the healthcare house, and so now it's
9 not just fixing the leak in the roof. It's fixing
10 the leak in the roof that has caused damage to the
11 walls in the house and the flooring in the house and
12 everything else. So you've got to fix all of that.

13 So we are very concerned about the state of
14 our hospitals in Greenwood.

15 In calendar year 2021, there were over 200
16 babies born in Greenwood at that hospital. They've
17 eliminated labor and delivery services in Greenwood.
18 So now those 200 babies are going to have to go
19 somewhere else this year.

20 So, you know, mom's in labor, driving, you
21 know, either up Highway 7 to Grenada or maybe 82
22 over to Greenville or Indianola, 30 miles, 50
23 miles, maybe up to Oxford, down to Jackson. Those
24 are going to be your nearest labor and delivery
25 units -- or over to Cleveland, 45 minutes.

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1 you to Dr. Cagle for presenting at our October
2 convention. We were a little nervous because we
3 know that it is very difficult for nurses to take
4 off at this point in time, so we were delighted at
5 the turnout that we had, and she did an excellent
6 job in responding to questions, both from registered
7 nurses as well as advanced practice registered
8 nurses and providing an update to everyone. So,
9 again, we appreciate that.

10 I do want to remind everyone about our RN
11 and APRN day at the capitol. It is scheduled for
12 January the 25th.

13 And our nursing legislative summit is
14 scheduled for February the 28th. We would love for
15 all of the Board of Nursing members to be able to
16 attend both of those events.

17 And then I'm not going to spend a lot of
18 time, but I want to reiterate what Richard had
19 mentioned about the meetings that we have been
20 hosting throughout the state.

21 And all of you know, because you hear from
22 nurses and you are nurses, about the challenges that
23 they are facing. But he is exactly right. When you
24 hear it from so many individuals telling a different
25 story but yet the same story of exhaustion, burnout,

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1 being worried about their patients, being worried
2 about their families, being worried about their
3 colleagues and themselves. Because as we know, the
4 stress levels that you mentioned, suicides are going
5 up when it comes to nurses. All of these factors
6 are impacting our nursing workforce, and it's
7 impacting the entire state and, of course, the care
8 that is being provided to the patients in
9 Mississippi.

10 So we want to publicly thank all of the
11 nurses and all of the legislators who have attended
12 those meetings.

13 And that is all I have today. Again, I
14 apologize for any background noise.

15 MR. ADAMS: Any questions for Teresa?
16 Thank you, Ms. Malone.

17 MS. MALONE: Thank you.

18 MR. ADAMS: Anyone else?
19 Trey, you're up.

20 MR. BOBINGER: We'll try it again. Good
21 morning. I just wanted to reiterate I appreciate
22 Richard appearing today and speaking on behalf of
23 the hospitals.
24 There was a hearing recently that we were
25 extended an invitation to by Senator Hob Bryan,

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1 Shan, because I think our retreat, correct, board
2 retreat is in that same time frame. And it's early
3 in the session. I think there will be a lot of
4 activity, and I would encourage all of our board
5 members to try to be there. It's a great time to
6 interact with both senators and representatives, and
7 we can kind of express our views.

8 I can tell you -- we're talking about
9 hospitals. I've got three or four other things I'm
10 going to quickly mention.

11 It looks like it's going to be an active
12 session. I feel like we've kind of already been in
13 session the last couple of months, actually. We've
14 had several meetings. We also had a meeting that
15 Ms. Johnson, Ms. Montgomery, and I attended with
16 Senator Blackwell to talk about full practice
17 authority legislation with all the stakeholders
18 there from the nursing profession.

19 I thought it was a very productive meeting -
20 candid but productive. I think we're going to have
21 a good bill to work together on with these other
22 parties. I appreciate Senator Blackwell for
23 including us. I've had multiple conversations.
24 I've not told Ms. Johnson, but I called him this
25 week to ask him a follow-up question.

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1 chairman of the Senate Public Health. Ms. Johnson,
2 Ms. Montgomery attended, as well as I. We knew a
3 lot of these things, but just to hear it in concrete
4 very candid terms, it really concerns you about the
5 future of our healthcare system in the state. And I
6 just wanted to echo Richard's comments.

7 I know the mayor of Greenwood is a personal
8 friend of mine that I've worked with over the years,
9 and I know how concerned they are about the status
10 of their hospital. It's not just theirs; it's
11 others.

12 There's been talk of everything from ARPA
13 funding, to possible Medicaid expansion. That's
14 going to be a policy question for the legislature to
15 decide. But, obviously, there is a revenue issue
16 there, as Richard pointed out, and I know we all
17 care about that issue, and, obviously, we're
18 intertwined together with the hospitals. So we will
19 continue to try to be supportive in any way we can.

20 Ms. Malone mentioned capitol day for the
21 Nursing Association. The Board of Nursing's capitol
22 day is January the 11, 2023, 1:30 to 4:30 P.M.
23 Phyllis, we have a 1:00 P.M. setup, but it goes from
24 1:30 to 4:30.

25 I think this is going to work very well,

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1 He answered the phone. I said, "How are you
2 doing?"

3 He said, "Well, it's good. It's nice in
4 Hawaii." He's at a conference with another senator
5 and their wives, and I felt kind of bad I
6 interrupted him in Hawaii. But I thought, well, he
7 took my call, so I appreciated that.

8 But he's been really good. So if y'all talk
9 to Senator Blackwell, Senator Bryan, Chairman Mims
10 -- I've had some discussions with him on some other
11 legislation as well.

12 In fact, I'll go ahead and mention that the
13 income tax credit for preceptors, APRN preceptors, I
14 think our executive director, Ms. Johnson, had sent
15 y'all something out a couple of months ago. I
16 haven't seen the final version but you remember you
17 could do up to 10 rotations per year, and it was
18 \$375 tax credit per rotation shift for the first
19 three. Four through ten it went to \$750 per
20 rotation tax credit. That could add up -- that
21 could add up pretty good.

22 Now, I will say - and, Phyllis, correct me
23 if I'm wrong - I think it said in there that that's
24 for the preceptors that are not being compensated,
25 you know, for -- you know, additionally. That would

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1 be their kind of bonus or reward for doing that.
2 But if you add all of those -- if you added several
3 of those sessions up, it would be a nice tax credit.
4 That's what Chairman Mims reached out to me back a
5 couple of months ago, and he wanted our input.

6 We had a conference call with our head of
7 APRNs here, and, of course, our executive director
8 and Ms. Montgomery, and we had, I thought, a very
9 good discussion.

10 We got feedback from you, Members, and
11 Ms. Johnson got me that information, and I sent that
12 back to Chairman Mims, the chairman of the Public
13 Health in the House. So it's good to have a
14 dialogue and to have the input. So I wanted you to
15 be aware of that as well.

16 I mentioned full practice.

17 The last thing I want to mention to you is
18 you remember there was -- we were given a heads-up a
19 while back, honestly, and you have discussed this as
20 well, about tweaking the composition of the board.
21 And I've had some discussions with Senator
22 Blackwell. Actually, in this meeting we had on full
23 practice authority, this issue came up as well.

24 And I also want to be very clear, taking
25 into account also input from the board members

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1 a Tuesday. So, you know, we laugh among lobbyists,
2 and Richard knows what I'm talking about. We can't
3 have a very big New Year's Day or New Year's Eve.
4 We have to be ready early.

5 Any questions?

6 MS. MONTGOMERY: Trey, appropriations.

7 MR. BOBINGER: Oh, yes. We will be
8 appearing before the House and Senate subcommittee
9 on appropriations. And I want to thank personally
10 Shan Montgomery, who does an excellent job on
11 formulating our budget numbers.

12 I walk in those meetings between Ms. Johnson
13 and Ms. Montgomery, I don't worry about anybody
14 tripping us up on our numbers because they are
15 solid; they're accurate; they can be verified. And
16 that makes it real comfortable.

17 Richard knows what I'm talking about. I've
18 sat in some of those things where somebody gets
19 asked about a line item, and they're digging around
20 in their paperwork and stumbling and stuttering. We
21 don't have that problem, so I appreciate that, Shan.

22 And we will be asking for a couple of
23 additional things in funding to meet our needs.

24 One thing that came up, while we're talking
25 about funding, is the Office of Nursing Workforce,

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1 through Phyllis and Shan and the staff, I think we
2 came out with something that, you know, folks seem
3 to be comfortable with.

4 What we're looking at is the tweak would put
5 -- we would put a CRNA on the board -- "we," the
6 legislature. The bill would require a CRNA in the
7 board in place of the physician on the board, and
8 that would be, at this point, the only change.

9 Now, you guys understand the legislative
10 process on any bill. You can have amendments,
11 deletions, but we left the meeting -- I also have
12 since got a draft of the bill, and that is the way
13 it is written in the draft, so that's encouraging, I
14 think.

15 Because there were some other ideas and
16 things, as y'all know, thrown out previously that
17 brought some concern, I think, to the board and the
18 staff. But I appreciate the legislators and Senator
19 Blackwell working with us on that.

20 So at this time, I'll answer any questions,
21 but those are some of the issues we're looking at.

22 MR. ADAMS: Anything for Trey?

23 MR. BOBINGER: The last thing I'll say
24 if there's not a question. Just so you know, the
25 session begins at noon on January the 3rd, which is

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1 nurse workforce training. In regards to that income
2 tax credit, that office of workforce training would
3 have to certify those preceptor programs. So we
4 posed to Chairman Mims we might need, correct, a
5 little additional funding or something because it
6 may increase some work, and I think it would if that
7 law is passed.

8 So those are the kinds of things. Also on a
9 couple of other funding issues that we may seek some
10 additional funding. But that's a critical part of
11 what we do. And we've got to have a well-funded
12 agency to carry out the duties and responsibilities
13 of the Mississippi Board of Nursing.

14 Any other questions?

15 MR. ADAMS: Thank you, Trey.

16 MR. BOBINGER: Thank y'all very much.
17 Appreciate it.

18 MR. ADAMS: Office of Nursing Workforce,
19 Dr. Burks.

20 DR. BURKS: Good morning. Mr. Chairman,
21 I have several items to bring forward to the board.
22 First is the program request from Northwest
23 Mississippi Community College. They are requesting
24 to move their part-time day program from the DeSoto
25 campus to the Senatobia campus.

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1 Currently, they have four locations. That
2 part-time day program is unique. It is the first
3 time that they're offering this. And the
4 administration of the school is in support, and
5 they've provided them with ample space to actually
6 have it on this campus.
7 Their anticipated enrollment is 15 students.
8 They're proposing to start August 2023.
9 There would be no changes in their
10 curriculum or the enrollment as it is with the
11 current campus.
12 Also, their licensure passage rate for the
13 last three years has been 91 -- it's 91.43 percent.
14 They are above state as well as national level.
15 They also have 11 clinical sites. And this
16 part-time day program is supported, and that support
17 has been advertised through their advisory council
18 as well as their clinical partnerships.
19 And so my recommendation is that Northwest,
20 they be given permission to move their part-time day
21 program from the DeSoto campus to the Senatobia
22 campus.
23 Do you want me to continue?
24 DR. STEWART: May we take these one at a
25 time?

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1 MR. ADAMS: Absolutely.
2 DR. STEWART: Just discussion. Are you
3 okay with that?
4 DR. BURKS: Yes.
5 MR. ADAMS: Do you have any questions?
6 DR. STEWART: Well, I'm curious as to
7 why they want to move.
8 DR. BURKS: They're moving that day
9 program. Currently, they have a night program, a
10 night part-time program.
11 And so when they went back and they started
12 looking, they were placing it on that campus
13 actually because they did not have the space on the
14 Senatobia campus.
15 DR. STEWART: Okay.
16 DR. BURKS: And so the president met
17 with the administration, and he made it happen. He
18 gave them the space that they needed. So that's why
19 I was like they have the administrative support for
20 this program.
21 DR. STEWART: Okay, thank you.
22 MR. ADAMS: We do need a motion. So the
23 recommendation is recommended that Northwest
24 Mississippi Community College be given permission to
25 move part-time day program from DeSoto campus to the

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1 Senatobia campus.
2 MR. CUMMINS: I make the motion.
3 DR. STEWART: I'll second it.
4 MR. ADAMS: A motion and a second.
5 All in favor?
6 BOARD MEMBERS: Aye.
7 MR. ADAMS: Motion passes.
8 DR. BURKS: The second is from Blue
9 Cliff College. They resubmitted their declaration
10 of intent for establishing a new program in
11 Gulfport, Mississippi. In their past submission of
12 the declaration, they were actually missing some
13 components. At this time, they have satisfied those
14 components.
15 They submitted their advisory committee, and
16 on their advisory committee, they provided proof of
17 input from the current PN educators. One was a PN
18 educator. The other was a PN administrator.
19 They also provided up-to-date registration
20 and the permits from the Mississippi Office of --
21 Mississippi Community College Board Office of
22 Proprietary Schools. They provided proof of an
23 unencumbered accreditation, and that agency is
24 recognized by the United States Department of
25 Education.

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1 They have a nursing consultant. That
2 nursing consultant is Dr. Tomekia Luckett. She has
3 served as an instructor in a practical nursing
4 program. She also served as a director of a
5 practical nursing program. So she's well-versed in
6 the practical nursing program and the standards.
7 And they also provided surveys from the
8 healthcare facilities in that area, that included a
9 number of LPN vacancies, the average daily census,
10 and also those establishments' willingness to serve
11 as clinical resources for the prospective program.
12 My recommendation as -- because they have
13 supplied and they resubmitted the documents, that
14 they be allowed the opportunity to proceed to stage
15 II, which is to qualify for initial accreditation.
16 In addition, if they are given the
17 opportunity to proceed, it is recommended that Blue
18 Cliff College nursing administrator be required to
19 meet with the board director of PN education prior
20 to going into that second step just for
21 clarification and make sure they understand what is
22 required of them in stage II.
23 MR. ADAMS: We have a recommendation.
24 Any questions?
25 MR. CUMMINS: I make a motion that we

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1 proceed.
2 MR. ADAMS: Motion by Jeremy.
3 DR. STEWART: Second.
4 MR. ADAMS: All in favor?
5 BOARD MEMBERS: Aye.
6 MR. ADAMS: Motion passes.
7 DR. BURKS: I just have some updates
8 that I would like to share with you all.
9 East Central Community College, they were
10 able to increase their enrollment to 40 students for
11 the fall of '22. They previously had been admitting
12 30 students, but when they went back and reviewed
13 their information and the students that met their
14 admission criteria, they noticed that each year from
15 2020 they had more than 40 students.
16 So they were able to increase that
17 enrollment, and they've been excited about that.
18 And those students have done well this first
19 semester.
20 Mississippi Gulf Coast College
21 apprenticeship program is up and doing well, and
22 they are appreciative to the board. That program is
23 the first in the state, and it was because of you
24 all on the board of directors that this program is
25 in existence.

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1 They have a partnership with Singing River,
2 and I met with them a few weeks ago. And now other
3 healthcare facilities in the area, they're also
4 interested in creating a partnership with
5 Mississippi Gulf Coast similar to what they're doing
6 at Singing River.
7 And also with these new students, these
8 students are actually employed by Singing River.
9 They are full-time employees. And then Singing
10 River is paying for them to be in this program.
11 These students, they took what is called the
12 ATI comp predictor because they wanted to see - at
13 this point, they've been in the program two
14 semesters - where are they. And all of these
15 students scored 80 percent or higher on this comp
16 predictor, which is amazing because this is a
17 third-party exam, and many of the schools give it
18 just to allow the students to know where they are
19 and their opportunity or possibility of them passing
20 the program, and as well as passing NCLEX.
21 So as it stands, these students are doing
22 extremely well in this apprenticeship program.
23 And I also have an additional update.
24 Yesterday East Mississippi in Scooba and Co-Lin in
25 Natchez, Mississippi, they had their pinning

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1 ceremonies.
2 Both schools, prior to January 2022, they
3 had been closed for more than five years, and both
4 have been granted permission to re-establish their
5 programs, again, under the purview of the board.
6 These two programs, they're well-supported
7 by their school administration, as well as their
8 community.
9 And yesterday, they had their first pinning
10 after being re-established. So we commend them for
11 that.
12 Co-Lin program was a little bit different
13 because they had developed a partnership with their
14 high school academy in January of 2022. So Co-Lin
15 had two students that were actually high school
16 students, and they're also in the practical nursing
17 program, and they were pinned yesterday. They
18 completed the programs.
19 And so both programs, they are appreciative
20 and they are grateful for the board for the
21 opportunity for them to have re-established their
22 programs.
23 The next thing I have is the annual report.
24 All the PN programs in the state, they participated
25 in the annual report. That data is currently being

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1 analyzed, and we will have a report spring of 2023.
2 And the last thing I have also is this week,
3 the PN standards were presented to OELRC, and they
4 were approved with some amendments, such as
5 typographical errors.
6 That is the end of my report.
7 MR. ADAMS: Any questions for Dr. Burks?
8 That's great news. Thank you and great
9 presentation, Dr. Burks, as always.
10 MR. CUMMINS: Good job, Dr. Burks.
11 DR. STEWART: Thank you.
12 MR. ADAMS: Thank you.
13 DR. JOHNSON: Mr. Chairman, if I may.
14 MR. ADAMS: Yes, ma'am.
15 DR. JOHNSON: Dr. Burks and I have been
16 so excited this week.
17 MR. ADAMS: You can see it.
18 DR. JOHNSON: It's such a reflection on
19 your leadership, the board, because without your
20 leadership and approval, none of this could have
21 taken place. Since the PN program has come under
22 our jurisdiction, you all have done a tremendous
23 job, and our chest is stuck out so far we bump into
24 every wall.
25 And the schools are equally excited. They

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1 reached out. They wanted, you know, us to be there,
2 and Dr. Burks did attend. She makes an effort to
3 attend when we're solicited by the schools because
4 we think it's so important to be there to represent
5 the board.
6 So thank you all for all that you do.
7 MS. MONTGOMERY: Dr. Johnson, if I may.
8 MR. ADAMS: Yes, ma'am.
9 MS. MONTGOMERY: I will also have to add
10 to Dr. Burks' OLRC meeting. The governor said, when
11 Dr. Burks finished presenting, "Outstanding." He
12 said, "Outstanding."
13 MR. ADAMS: Great job, Dr. Burks. We're
14 very appreciative of you.
15 Moving on to board business.
16 You have board business meetings from
17 October 7th, 2022. You've had an opportunity to
18 review those minutes. Can I --
19 MR. SHAW: Motion to accept.
20 MR. ADAMS: Got a motion.
21 MR. CUMMINS: Second.
22 MR. ADAMS: And a second. All in favor?
23 BOARD MEMBERS: Aye.
24 MR. ADAMS: Any opposed?
25 (No verbal response.)

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1 MR. ADAMS: Hearing panel minutes for
2 July of 2022.
3 MR. SHAW: Motion.
4 MR. ADAMS: Make a motion.
5 MR. CUMMINS: Second.
6 MR. ADAMS: And a second.
7 All in favor?
8 BOARD MEMBERS: Aye.
9 MR. ADAMS: Any opposed?
10 (No verbal response.)
11 MR. ADAMS: Agreed settlement proposal
12 minutes - July 2022.
13 MS. CULPEPPER: Motion.
14 MR. ADAMS: Make a motion by Ms. Sandra.
15 MR. CUMMINS: Second.
16 MR. ADAMS: Second by Jeremy.
17 All in favor?
18 BOARD MEMBERS: Aye.
19 MR. ADAMS: Waive reading of names of
20 motions. Can I have a motion?
21 MS. CULPEPPER: I will make the motion.
22 MR. ADAMS: Make a motion by
23 Ms. Culpepper.
24 MR. CUMMINS: Second.
25 MR. ADAMS: Second by Jeremy.

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1 All in favor?
2 BOARD MEMBERS: Aye.
3 MR. ADAMS: Any opposed?
4 (No verbal response.)
5 MR. ADAMS: Future meetings: Agreed
6 settlement proposals is scheduled for February the
7 6th, 2023. Disciplinary hearing scheduled for
8 February 7th, 8th, and 9th, of 2023 at 8:30, and our
9 board business meeting will be February 10th, 2023,
10 at 11:05 A.M.
11 The board panel for those hearings will be
12 Laura Moore, Sandra Culpepper, Mary Stewart, and
13 Jeremy Cummins.
14 Executive director's report.
15 DR. JOHNSON: Good morning, Members of
16 the Board. Happy Holidays and hopefully you've
17 received your happy, but we have some additional
18 happies that we want to present to you that just
19 arrived. So this is just another added incentive of
20 our appreciation for all that you do. Vanessa will
21 pass those out.
22 But I also wanted to acknowledge our past
23 board member, past-immediate board member,
24 Ms. Shirley Jackson, who is in the audience. I
25 think she's still here today. As you recall, we

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1 gave Ms. Jackson a plaque during the last board
2 meeting, but you see she's still here supporting the
3 board, and we are so happy to have her and also
4 wanted to include her in our little happies today.
5 So thank you all for all that you do.
6 While Vanessa is passing out that, I will,
7 for time's sake, proceed with my report.
8 The board of director's retreat, you already
9 know is January the 10th through 11th of 2023, at
10 the Westin. The reception will be held on January
11 the 9th.
12 Dr. Stephanie Ferguson will be presenting on
13 board governance during the retreat. The Board of
14 Nursing capitol day is scheduled for January 11th,
15 2023, as Trey has stated, from 1:30 to 4:30 P.M.
16 with setup beginning at 1:00 o'clock P.M.
17 NCSBN's mid-year meeting is March 28th
18 through the 30th, 2023, in Seattle, Washington.
19 Again, I know I've heard from one board member that
20 is anticipating attending that meeting. So if there
21 are other board members that are interested in
22 attending, please submit your request to me via
23 e-mail as soon as possible so that we can make sure
24 our budget will meet those requirements and also to
25 get you the information.

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1 New board member, we have a new board member
2 that is an LPN -- will be an LPN representative on
3 the board. That's Ms. Carly - and I hope I
4 pronounce her middle name correct - Tigrett Walker
5 from Madison, Mississippi. She was unable to be at
6 the meeting today due to a prior scheduling
7 conflict. However, we will provide board
8 orientation during the February meeting, and she
9 will be able to attend the retreat in January. So
10 hopefully you'll get a chance to meet her during
11 that time.

12 We also have a new ONW director, Ms. Lauren
13 Terry. Is Ms. Terry in the room? If you will
14 stand. Ms. Lauren Terry started with us on November
15 15th, 2022. She comes to us from Louisiana. She
16 has a master's in healthcare administration from the
17 University of Mississippi Medical Center, as well as
18 her undergraduate degree there.

19 So she brings with her a wealth of
20 knowledge. We're excited about having her, and we'd
21 just like to welcome her to the Board of Nursing.

22 You already heard from Trey about our
23 appropriations hearings. We will be doing those in
24 person. We always request to do a hearing in
25 person, and at this point, I am awaiting the

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1 scheduling. Once the scheduling is received from
2 the offices, then I will send an e-mail to the board
3 members. I highly encourage you to participate and
4 attend those meetings if you've not done so in the
5 past. So as soon as I get that information for
6 scheduling purposes, I will get that out to you as
7 soon as possible.

8 I wanted to also let you know that the NCSBN
9 Board of Directors met on December 6th, 2022,
10 and upheld the current passing standards for the
11 NCLEX-RN and the NCLEX-PN examinations when the Next
12 Generation NCLEX is launched on April 1st, 2023.

13 The Next Generation NCLEX, as you are aware,
14 is an enhancement of the current examinations and
15 places more emphasis on the measurement of a
16 candidate's nursing clinical judgment.

17 Multiple sources of information were used by
18 the Board of Directors of NCSBN to guide the
19 evaluation and discussion of the passing standard.
20 This process is very strenuous, and it involved the
21 convening of expert panels of nurses representing
22 the four geographic areas of NCSBN and Canada.

23 A criterion-reference standard setting
24 procedure was performed by the panels, and their
25 findings supported retaining the current passing

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1 standard. The results of national surveys of
2 nursing professionals was also considered in this
3 process.

4 The NCSBN Board of Directors evaluates the
5 passing standard for the NCLEX exams every three
6 years to protect the public by ensuring minimal
7 competency for entry-level nurses. This action is
8 in accordance with the motion that was adopted in
9 1989 by the NCSBN Delegate Assembly.

10 So I wanted you all to be aware of that. A
11 lot of hard work went in to that, and there were
12 some members from our board that actually served on
13 some of those panels. And it's evidence based, so
14 they got the information. I know Sandra was one of
15 the ones, and I think Shan participated on some of
16 that information. So a lot goes into that.

17 So additionally, this is renewal year for
18 our RNs. And before I came into the meeting, I
19 asked, "Where are we with our renewals of RNs?"

20 Right now 25,630 as of today have renewed.
21 So there's about 30,000 plus RNs out there that have
22 not renewed their license yet. Today is December
23 9th. December 31st at midnight if those nurses have
24 not renewed, they will not be able to work on
25 January 1.

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1 So hopefully we can get the word out. We
2 are sending out notifications. It is imperative
3 also if they have e-Notify - that's why we encourage
4 nurses to enroll in e-Notify, which is through
5 Nursys NCSBN. It does not cost them anything to do
6 that, and that is another notification that reminds
7 them of their renewal.

8 Hospital facilities can also enroll in
9 e-Notify. I think it's a minimal cost to them;
10 however, they will also get notification if they
11 have an RN working in their facility that has not
12 renewed, to remind them you have a staff member that
13 has not renewed. So it's very important that they
14 try to service e-Notify if at all possible.

15 We will be sending out an additional e-mail
16 blast. We do it -- it's on a rotational basis
17 during the renewal process, but we will be sending
18 out another one within the next week to remind RNs
19 that they have until December 31st to renew their
20 license.

21 Additionally, again, I would like to thank
22 the Mississippi Hospital Association and Richard
23 Roberson and Tim Moore, the executive director, who
24 could not be here today due to a conflict. But they
25 are very appreciative of the board reaching out, and

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1 we look forward to working with them on those issues
2 that were discussed earlier.

3 The last thing I would like to say is that I
4 did have a publication in the Journal of Nursing
5 Regulation. I was published in the Journal of
6 Nursing Regulation. I worked with Dr. David Benton
7 and several other EOs in the United States on an
8 issue, and I think it's -- you have it in your
9 packet, so I was very pleased about that.

10 It's dealing -- it's a lot of hard work that
11 goes into that and being an editor of some of that
12 stuff is very, very difficult and time-consuming,
13 but I think it will enhance the regulatory process.
14 Is what we're trying to do is streamline the process
15 and enhance the process of the regulatory boards
16 across the nation and internationally. So hopefully
17 this will shed some light on that.

18 Additionally, I would like to report that my
19 capstone was published also in the Association of
20 Black Nursing Faculty Foundation Journal in
21 September of 2022, and that capstone dealt with a
22 policy change here at the board, which you
23 graciously, you know, gave me permission to do, and
24 so I appreciate that and thank you for that.

25 And with that, that's all that I have,

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1 Mr. Chairman.

2 MR. ADAMS: Thank you, Dr. Johnson. Any
3 questions for Dr. Johnson?

4 Moving on to the executive committee report.
5 First, I want to say thank you to the hearing panel
6 this week. We did add a day of hearings to try to
7 catch ourselves up. I believe we have an additional
8 day added in February as well. I also want to thank
9 the staff this week. Things went very smoothly. We
10 had a lot of cases, and I'm very appreciative. I
11 participated as well, Ms. Nancy Norris-Johnson,
12 Ms. Laura Moore, and Mr. Jeremy Cummins. So thank
13 you to the staff because Deanne, Andrew, all the
14 staff members did a great job. Thank you very much.

15 From executive committee, I don't have
16 anything else to bring forward. We do, as mentioned
17 by Trey and Dr. Johnson, board retreat, January 9th
18 and 10th, and then capitol day, January 11th.

19 Compliance committee - Laura Moore.

20 MS. MOORE: We have three motions to
21 bring forward.

22 I move that the board adopt the compliance
23 committee's recommendation to deny the affidavit and
24 formal reprimand issued against licensee P-326161.
25 Licensee's compliance filed shall be referred for a

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1 show-cause hearing for noncompliance.

2 I move that the board adopt the compliance
3 committee's recommendation that the following
4 affidavits, formal reprimands be accepted for
5 ratification: Lorraine Gaddis, R-741224.

6 And last, I move that the board adopts the
7 compliance committee's recommendation to deny
8 licensee R-873798's request to entirely remove
9 certain restrictions currently placed upon his
10 license by the board's final order of August 26th,
11 2022. Due to extenuating circumstances surrounding
12 employment of Respondent, the board's compliance
13 committee does hereby order that Respondent's
14 indirect supervision conditions be amended as
15 approved by the compliance committee.

16 MR. ADAMS: Brought forward by
17 compliance committee.

18 MR. CUMMINS: Second.

19 MR. ADAMS: Second by Mr. Cummins.

20 All in favor?

21 BOARD MEMBERS: Aye.

22 MR. ADAMS: Any opposed?

23 (No verbal response.)

24 MR. ADAMS: Thank you, Laura.

25 Advanced practice committee: Dr. King.

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1 DR. KING: Thank you, Mr. Chairman. We
2 do have a couple of things to bring forward to the
3 board that are recommendations and motions to
4 approve special privileges for -- with the
5 appropriate education, training, competency
6 validation for PRP, O-shots, P-shots, and endovenous
7 ablations. And if there is any questions or
8 discussions about that, Dr. Cagle or Dr. Johnson,
9 since they are in person, would, I'm sure, be happy
10 to discuss those if needed, but that is the motion
11 that is brought forward through advanced practice.

12 MR. ADAMS: Any questions?

13 I have a motion. Can we get a second?

14 MR. SHAW: Second.

15 MR. ADAMS: Second by Alton.

16 All in favor?

17 BOARD MEMBERS: Aye.

18 MR. ADAMS: Any opposed?

19 (No verbal response.)

20 MR. ADAMS: Thank you, Dr. King.

21 DR. KING: I do have one other thing
22 just to bring forward for discussion purposes that
23 we met in the APC committee just so the board is
24 aware that we did have some denials of special
25 privileges. And those two denials include the

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1 occipital nerve block for migraines and lethal
2 injections in the correctional facility is the
3 recommendation for advanced practice to deny those
4 special privileges.
5 MR. ADAMS: Thank you, Dr. King.
6 DR. KING: Thank you.
7 MR. ADAMS: Moving forward. Practice
8 committee: Mary.
9 DR. STEWART: We have no report.
10 MR. ADAMS: Thank you, Mary.
11 Administrative code: Dr. King.
12 DR. KING: Thank you, Mr. Chairman.
13 Administrative code committee did meet on
14 11/10/2022 at 3:30, and I believe it has been
15 distributed by Ms. Saltzman in your packet for the
16 Rule 1.3 regarding monitored practice hours in which
17 their recommendation of that amended rule is -- that
18 is the motion that we would like to bring forward to
19 the full board, and it should be in your packet and
20 should have been distributed for review for the full
21 board prior to this meeting.
22 MR. SHAW: I second the motion.
23 MR. ADAMS: Got a motion. Second by
24 Alton.
25 All in favor?

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1 BOARD MEMBERS: Aye.
2 MR. ADAMS: Any opposed?
3 (No verbal response.)
4 MR. ADAMS: Thank you, Dr. King.
5 Anything further?
6 DR. KING: No, sir. Just a note we will
7 be meeting for the additional top priorities that
8 you and the rest of the board has identified as
9 priorities. We will be meeting those and bringing
10 things forward pretty quickly over 2023.
11 MR. ADAMS: Great. Thank you, Dr. King,
12 for all of your hard work.
13 Finance committee: Jeremy.
14 MR. CUMMINS: All right. You've got
15 your finance information in your packets there.
16 Several expenditures as of October 31st are a little
17 higher this year than they were this time last year.
18 The exception of that category would be services,
19 which would include our contracts, which is about
20 \$30,000 lower.
21 Salary expenses are higher this year than
22 the prior year. We had a creation of new positions.
23 We also had a salary increase due to the SEC 2
24 increases for a majority of the board positions. So
25 that would be the reason for that.

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1 Compared to the fiscal year '22, travel is
2 up by about \$32,000. This is due to the COVID
3 restrictions being lifted. Also mileage rates were
4 increased to .625 per mile.
5 Total commodity expenses are higher due to
6 distance learning grants that were awarded to Howard
7 Industries. That was through a grant, but we did
8 have to hire a consultant, and that \$24,000 came out
9 of the board's budget for that consultant expense.
10 Total expenses are lower overall than last
11 year. The agency has only expended or obligated
12 about 35.37 percent of its budget. Last year this
13 time, we had expended 39.91 percent.
14 Our executive director raise was submitted
15 and approved by the State Personnel Board. So we
16 did make some groundwork with that. Hopefully, in
17 this next budget cycle, we'll be able to get her up
18 to what the board originally asked for. That will
19 be at least what we attempt to do.
20 As far as revenue, year to date we've
21 collected 1.962 million. In September we collected
22 \$834,380. October revenue collected was \$879,770.
23 Renewal fees for September and October were
24 higher than '22. That would be comparing not
25 RN-to-RN renewals but RN-to-LFN renewals. So they

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1 were a little bit higher.
2 We do expect to have an increase with the
3 renewals, but currently -- right before we came in,
4 Shan and Dr. King and myself did a little
5 calculation, I guess you would say. Currently,
6 we've got about 36.3 percent of RNs that have not
7 renewed as of today. So we've got a little ways to
8 go, and we should see some increased revenue coming
9 in, but that is just a little more detailed
10 breakdown there.
11 Currently, the board has 5.1 million dollars
12 in available cash. This cash is sufficient to meet
13 all operational expenses.
14 That's my report.
15 MR. ADAMS: Thank you, Mr. Cummins. Any
16 questions for Mr. Cummins?
17 Office of Nursing Workforce: Ms Culpepper.
18 MS. CULPEPPER: We have nothing to bring
19 forward.
20 MR. ADAMS: Thank you. We do have a few
21 items for executive session. So I'd like to make a
22 motion to go into executive session.
23 MR. SHAW: I make a motion we go into
24 closed session to determine if executive session is
25 necessary.

BUSINESS MEETING

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1 MR. CUMMINS: Second.
2 MR. ADAMS: All in favor?
3 BOARD MEMBERS: Aye.
4 DR. STEWART: Do we need to approve the
5 finance report?
6 MR. ADAMS: Yes, we do.
7 MR. CUMMINS: I put that in the form of
8 a motion to approve the finance report.
9 MR. SHAW: Second. I second it.
10 MR. ADAMS: Second. Motion and a
11 second.
12 DR. STEWART: To approve the finance
13 report?
14 MR. ADAMS: Yes.
15 All in favor?
16 BOARD MEMBERS: Aye.
17 MR. ADAMS: Any opposed?
18 (No verbal response.)
19 MR. ADAMS: We'll move into executive
20 session.
21 (Board exits to executive session at
22 12:06 P.M.)
23 (Proceeding resumes on the record at
24 12:27 P.M.)
25 MR. ADAMS: We're back live. During

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1 CERTIFICATE OF COURT REPORTER
2 I, CYNTHIA HARRIS, Court Reporter and Notary
3 Public, in and for the County of Scott, State of
4 Mississippi, do hereby certify:
5 That the foregoing pages contain a full,
6 true, and correct transcription of all the
7 proceedings taken by me at the time and place
8 heretofore stated;
9 That I am not kin or in anywise associated
10 with any of the parties to said cause of action or
11 their counsel, and that I am not financially
12 interested in the action.
13 IN WITNESS WHEREOF, I have hereunto set my
14 hand and seal, this the 21st day of December, 2022.
15
16
17
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21
22 CYNTHIA HARRIS, RER, CCR 1828
23
24
25 MY COMMISSION EXPIRES: - DECEMBER 10TH, 2025

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1 executive session, there was no action taken. I
2 would like to entertain a motion to adjourn.
3 MS. CULPEPPER: I make a motion.
4 MR. ADAMS: Make a motion - Sandra.
5 MR. CUMMINS: Second.
6 MR. ADAMS: Second by Jeremy.
7 All in favor?
8 BOARD MEMBERS: Aye.
9 (Whereupon, the above-entitled
10 proceeding concluded at 12:27 P.M.)
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MISSISSIPPI BOARD OF NURSING

MOTION # 6

I move that Hearing Panel Minutes

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 7

I move that Agreed Settlement Proposals, Min.

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 8

I move that Waive Reading of names on motions

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Dacey
MOTION SECONDED BY

DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 90

I move that Compliance Committee recommendation
be accepted

Members	Favor	Oppose	Abstain
Adams, T. J.			
Clanton, Janie			
Collins, Jan			
Culpepper, Sandra			
Cummins, Jeremy			
Gentry, Lacey			
Johnson, Nancy			
King, Melissa			
Moore, Laura			
Owens, Michelle			
Shaw, Alton			
Stewart, Mary			
Walker, Carly			

Laura
MOTION MADE BY

Jeremy
MOTION SECONDED BY

2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

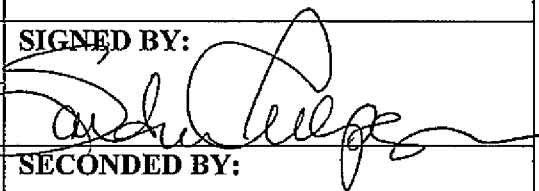

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 10

I move that the Board adopt the Compliance Committee's recommendation that the following affidavits/formal reprimands be accepted for ratification.

Name	License	Date
(1) Paul Block	R893398	01/30/2023

Favor Oppose Abstain Absent	Favor Oppose Abstain Absent	MOTION #:
Adams <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Moore <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	DATE: <div align="center">2/10/23</div>
Clanton <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Norris-Johnson <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Collins <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Owens <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Culpepper <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Shaw <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	SIGNED BY: 
Cummins <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Stewart <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Gentry <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Walker <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	SECONDED BY: 
Jackson <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
King <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	PASS <input checked="" type="checkbox"/> FAIL <input type="checkbox"/>	

MISSISSIPPI BOARD OF NURSING.

MOTION # 11

I move that Finance Committee report be
accepted

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

TJ
MOTION MADE BY
Sandra
MOTION SECONDED BY

DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING**MOTION #** 12**I move that** adjourn Business Meeting

Members	Favor	Oppose	Abstain
Adams, T. J.			
Clanton, Janie			
Collins, Jan			
Culpepper, Sandra			
Cummins, Jeremy			
Gentry, Lacey			
Johnson, Nancy			
King, Melissa			
Moore, Laura			
Owens, Michelle			
Shaw, Alton			
Stewart, Mary			
Walker, Carly			

Jeremy
MOTION MADE BY
Sandra
MOTION SECONDED BY

DATE _____**FAVOR** _____**OPPOSE** _____**ABSTAIN** _____**MOTION PASSED** _____**MOTION FAILED** _____

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BUSINESS MEETING

THE MISSISSIPPI BOARD OF NURSING
BUSINESS MEETING

FEBRUARY 10, 2023

PROCEEDINGS

taken on Friday, February 10, 2023,
commencing at approximately 11:08 A.M.
at the Mississippi Board of Nursing
713 South Pear Orchard Road
Plaza II, Suite 300
Ridgeland, Mississippi

REPORTED BY: CYNTHIA HARRIS, RPR, CCR, #1828
SOUTHERN STENO REPORTERS
3541 Highway 13 South
Morton, MS 39117
(601) 507-0849

BUSINESS MEETING

<p style="text-align: right;">Page 2</p> <p style="text-align: center;">APPEARANCES</p> <p>1 BOARD MEMBERS IN ATTENDANCE IN PERSON:</p> <p>2 T.J. ADAMS, RN, BSN, MSHA (PRESIDENT)</p> <p>3 SANDRA CULPEPPER, LPN (VICE PRESIDENT)</p> <p>4 JEREMY L. CUMMINS, LPN, LNHA (TREASURER)</p> <p>5 JANIE CLANTON, RN (SECRETARY)</p> <p>6 MARY STEWART, PhD, RN</p> <p>7 NANCY NORRIS-JOHNSON, LPN, II, CPT</p> <p>8 LACEY T. GENTRY, MSN, RN</p> <p>9 LAURA MOORE, MSN, NP-C</p> <p>10 CARLY WALKER, LPN</p> <p>11 JAN COLLINS, CONSUMER</p> <p>12 BOARD MEMBERS IN ATTENDANCE VIA ZOOM:</p> <p>13 MELISSA KING, DNP, FNP-C</p> <p>14 ALTON SHAW, MSN, FNP-C</p> <p>15 MICHELLE OWENS, M.D.</p> <p>16 ALSO PRESENT:</p> <p>17 EDWARD WIGGINS, JR., ESQUIRE</p> <p>18 SPECIAL ASSISTANT ATTORNEY GENERAL</p>	<p style="text-align: right;">Page 4</p> <p style="text-align: center;">PROCEEDING</p> <p style="text-align: center;">* * * *</p> <p>1 MR. ADAMS: All right. Good morning,</p> <p>2 everyone. Welcome to our business meeting. Just</p> <p>3 want to call to order, and I also want to make sure</p> <p>4 we do have a few board members joining us via Zoom</p> <p>5 this morning: Dr. Melissa King, Dr. Michelle Owens,</p> <p>6 and Alton Shaw.</p> <p>7 Jeremy, would you mind opening us up in a</p> <p>8 word of prayer.</p> <p>9 MR. CUMMINS: I will. Let us pray.</p> <p>10 (Prayer.)</p> <p>11 MR. ADAMS: I declare we do have a</p> <p>12 quorum.</p> <p>13 And would like to ask approval of the</p> <p>14 agenda.</p> <p>15 MR. CUMMINS: I make a motion we approve</p> <p>16 the agenda.</p> <p>17 MR. ADAMS: I have a motion by Jeremy.</p> <p>18 MS. MOORE: I'll second.</p> <p>19 MR. ADAMS: Second by Laura.</p> <p>20 All in favor?</p> <p>21 BOARD MEMBERS: Aye.</p> <p>22 MR. ADAMS: All right. Open forum.</p> <p>23 Mr. Trey asked if he could go first this morning.</p>												
<p style="text-align: right;">Page 3</p> <p style="text-align: center;">TABLE OF CONTENTS</p> <table> <tr> <th></th><th style="text-align: right;">PAGE</th></tr> <tr> <td>Title Page.....</td><td style="text-align: right;">1</td></tr> <tr> <td>Appearances.....</td><td style="text-align: right;">2</td></tr> <tr> <td>Table of Contents.....</td><td style="text-align: right;">3</td></tr> <tr> <td>Proceedings.....</td><td style="text-align: right;">4</td></tr> <tr> <td>Court Reporter's Certificate.....</td><td style="text-align: right;">57</td></tr> </table>		PAGE	Title Page.....	1	Appearances.....	2	Table of Contents.....	3	Proceedings.....	4	Court Reporter's Certificate.....	57	<p style="text-align: right;">Page 5</p> <p>1 MR. BOBINGER: Yes, sure. Get the party</p> <p>2 started; right?</p> <p>3 Good morning, everybody. I have just been</p> <p>4 at the Capitol this morning. The house left early,</p> <p>5 but the senate had a lot of work to do on the motion</p> <p>6 to reconsider.</p> <p>7 But, Ms. Phyllis, I'm going to try to follow</p> <p>8 your direction and advice. I've got so many bills.</p> <p>9 I'm telling you; it's been a busy session for</p> <p>10 healthcare at the Capitol. We've had a number of</p> <p>11 issues. Thank all the board members for -- a number</p> <p>12 of you attended our Capitol Day, which I thought was</p> <p>13 very successful and, again, had a presence at the</p> <p>14 Capitol, interaction with legislators, and I think</p> <p>15 that was very good.</p> <p>16 Also, before I get into these general bills,</p> <p>17 I wanted to thank Ms. Shan Montgomery for her good</p> <p>18 work on our budget and our executive director for</p> <p>19 her testimony at our two subcommittee hearings.</p> <p>20 Shan, we're still watching for those bills</p> <p>21 to drop. At midnight last night, I was watching,</p> <p>22 but any day now our actual appropriations bill will</p> <p>23 drop, and that's what they will work off of in both</p> <p>24 the house and the senate. We're certainly hoping</p> <p>25 for good things in our budget. I know this; our</p>
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1 proposal was first-rate. And we document, as you
2 guys know, everything we ask for. We don't just
3 make something up; we have something to back it up.
4 So we'll be working very closely in that process
5 moving forward.

6 You all know Senator Kevin Blackwell from
7 DeSoto. I wanted to give him a shout-out, for lack
8 of a better phrase, for his good work on trying to
9 help with the full practice authority legislation,
10 which unfortunately for our member associations and
11 nursing professionals did not pass. There was a lot
12 of work done.

13 Representative Donnie Scoggin in the house
14 dropped a bill also. He did a lot of work. A lot
15 of people across our associations -- I feel like as
16 we moved in the process, there was some constructive
17 relationship building, Dr. Johnson, among the
18 coalition and the stakeholders as we move forward in
19 developing a bill that everyone could support in the
20 APRN community. So I thought that was a positive.

21 Like I said, being an election year, we knew
22 that going in. I think we talked about that at our
23 last meeting that that probably didn't obviously
24 create a conducive environment for a bill that would
25 be perceived by some as controversial. So we'll

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1 about with some funding, most likely COVID-related
2 ARPA funding.

3 Senate Bill 2372, we've got a couple of big
4 -- that's the Mississippi Hospital Sustainability
5 Grant Program. This bill would establish to improve
6 and preserve access to healthcare for all
7 Mississippians, and it acknowledges the challenges
8 hospitals faced during the COVID-19 pandemic.

9 The funds would be distributed. There would
10 be some funding to each licensed -- hospital
11 licensed by the state except for hospitals owned by
12 the U.S. Department of Veteran Affairs, and I think
13 it said state operated facilities provide only
14 inpatient/outpatient psychiatric services.

15 So that's one bill. There's a big one I'm
16 going to mention in a moment.

17 We also had the Hospital Nurse Retention
18 Loan Repayment Program. That's passed the senate;
19 it's got to go to the house. Senate Bill 2373,
20 2373, recipients who are employed at a skilled
21 nursing home, Mr. Cummins, or a licensed general
22 acute care hospital in the state would be eligible
23 for \$6,000 for each year of employment, up to three
24 years to go toward repaying their student loans.

25 Now, I would encourage each of you -- we

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1 continue on that. I do think progress was made.

2 I think there's an ongoing education of
3 legislators on that issue. So I think -- you know,
4 I would assume you would see that back as a major
5 initiative by some of the associations that make up
6 licensees under this board.

7 I wanted to quickly just mention a few other
8 bills. Extending postpartum Medicaid coverage,
9 that's a pretty big deal. That bill had been
10 dropped before and was defeated. It passed the
11 senate. Authored by Senator Blackwell, it would
12 extend Medicaid coverage up to 12 months postpartum
13 for a Medicaid eligible individual. So that's kind
14 of a big deal because that had not been there. It's
15 a directive for Medicaid to provide up to 12 months
16 of continuous coverage postpartum for any individual
17 who qualifies for Medicaid, as a pregnant woman, to
18 extend the allowable under federal law. So we'll
19 see how that progresses.

20 There's also -- in fact, they debated on the
21 senate floor today. I saw Senator Bryan at the
22 podium talking about, Dr. Johnson, the burn center.
23 I think Baptist Hospital, as well as UMC have the
24 capabilities of taking on the burn center. I don't
25 think that's been determined, but it's being talked

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1 have a very user-friendly -- you can Google
2 Mississippi State Legislature, and, you know, it
3 pops up, and there's an easy-to-follow toolbar where
4 you can put the numbers in. But this looks like
5 more of a recruitment tool to me. It looks like
6 it's for newer nurses like within their first year,
7 whatever, trying to encourage them and help them
8 with their loan situation.

9 Of course, you've got to have tax liability
10 before you get tax credit. They're not just going
11 to write you a check unless you've got tax
12 liability, which would seem to be fair.

13 House Bill 273, this has passed the house
14 and been sent to the senate. Would establish the
15 Healthcare Impact Grant Program to be administered
16 by the State Department of Health. The bill states
17 that the program will provide grants to hospitals
18 and long-term care facilities for the purposes of
19 strengthening and improving the healthcare system
20 and the quality and availability of healthcare
21 services.

22 Additionally, it would partially compensate
23 hospitals for uncompensated care. All of you know
24 that's an issue at every single hospital in the
25 state is uncompensated care.

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1 I wanted to mention 1222 very quickly. I
2 think this bill is quite lengthy, but it's the
3 Mississippi Collaborative Response to Mental Health
4 Act. Now, this is being handled by Representative
5 Sam Creekmore from New Albany under the House Jud B
6 Committee.

7 Basically, the bill would require county and
8 municipal law enforcement agencies to provide mental
9 health first aid training that is evidence based and
10 approved by the Department of Mental Health to all
11 law enforcement officers who are employed or
12 contracted by the agency. It gives them several
13 years because we have 11,500 certified law
14 enforcement officers in the state.

15 But I think it requires them to have a base
16 minimum of like eight hours of training, but every
17 department in the state will have to have one person
18 -- one officer that has had 40 hours of mental
19 health training, like a designated person for mental
20 health.

21 There's some reporting requirements on the
22 chancery clerks and all on about involuntary
23 commitments for mentally ill folks. There's even
24 some language in there that talks about indigent
25 care and indigent mental patients receiving care.

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1 So I think it's a good -- it's not a silver
2 bullet, but I think it's very helpful. There were
3 hearings that I attended before the session. I
4 think they had one at the beginning of the session.

5 I also wanted to mention Senator Bryan has a
6 general bill where he's bringing code sections
7 forward with some of the different community mental
8 health centers and some different entities that
9 impact the mental health system in our state.

10 So what I kind of see, you've kind of got a
11 dual track going, where you've got this helping kind
12 of on the front lines of commitments and law
13 enforcement, and then hopefully there can be
14 something on the funding side to provide some
15 additional help.

16 This is House Bill 270 is one you want to be
17 familiar with. This is Chairman Sam Mims, as we all
18 know, House Public Health Chairman. This is his
19 bill. It would authorize an income tax credit for
20 certain individuals who begin employment as a
21 registered nurse or advanced practice -- so it would
22 be LPNs or RNs. No, I'm sorry. Registered -- the
23 other one -- registered nurse or APRNs on July 1st
24 or after, the tax credit would be for \$1,500.

25 Now, I want to be clear. That bill I talked

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1 about earlier, I may have misspoke on the tax
2 aspect. That was loan repayment - the 6,000 per
3 year that you would be eligible for up to three
4 years maximum.

5 This deals with the tax credit here. This
6 is Chairman Mims' bill. It's going over to the
7 senate for further debate.

8 There's, like I said, a number of bills.
9 There's a couple more I thought I would mention.

10 One Dr. Johnson and Shan and I became aware
11 of was a midwifery bill that would create a new -- I
12 know -- I think, the board regulates professional
13 midwives, right, with certain training and
14 educational requirements. There was a bill that
15 would create a new classification or category with
16 less training, less education, as I understand it,
17 and that would have created an entirely new state
18 agency to oversee that group. So that was
19 interesting. That bill died. It did not move
20 forward. But they did get some publicity on local
21 television and some media attention. So I don't
22 know; they may be coming back on that next year.

23 A couple of other things. One, this is in
24 the area of workforce training, workforce
25 development, Senate Bill 2371. Phyllis, as you

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1 recall, we discussed this on the workforce training.
2 It looks like it's primarily involving community
3 colleges. And if you look, the first seven pages of
4 the bill, I guess, the substance of the bill - you
5 look around page 6 and 7 on Senate Bill 2371 - it's
6 going to provide funding through the Office of
7 Workforce Development and Training.

8 And what this funding would do -- for things
9 to help with curriculum, equipment, supplies,
10 recruitment. There's just some different things to
11 try to bring people into nursing and allied
12 healthcare, just trying to help facilitate some
13 things due to the shortage of healthcare workers.
14 So that's a bill you might want to look at.

15 And this one was just kind of interesting
16 that Senator Hobson, from Vicksburg, had dropped
17 about providing automated external defibrillators.

18 It started out in public places, Phyllis,
19 but I think they've narrowed it to public and
20 charter schools to create a grant program to have
21 these things available.

22 You know, and I don't know if some of this
23 was in reaction to what we all saw in the football
24 game where the gentleman from Buffalo Bills had that
25 incident, but, obviously, there's other various

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1 forms of cardiac arrests or causations for that, but
2 to have a defibrillator and provide some grant
3 money, particularly, for our schools to be able to
4 address those emergencies. But that was Senate bill
5 2750.

6 I'll be glad to take any questions if
7 anybody's got any questions about anything
8 specifically.

9 MS. COLLINS: A busy session.

10 MR. BOBINGER: Extremely. You know, we
11 used to always say that during election years, while
12 you don't want to do anything controversial, or
13 we're not going to take up a lot of bills, and
14 there's been a lot of bills introduced this year on
15 a lot of different subjects.

16 And I think a lot of it, you know,
17 healthcare, with the shortage in our profession,
18 that nursing professionals and other healthcare and
19 also just the dire situation that many of our
20 hospitals find themselves in, particularly our rural
21 hospitals, but most all hospitals are facing
22 challenges from recruitment, retention.

23 And I think it was Dr. Johnson and some
24 others made the point. It's not that we don't have
25 hospital beds. We don't have people to staff those

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1 tax credit for certain persons who begin employment
2 as a registered nurse or an APRN in this state on or
3 after July 1, 2023, to provide eligibility criteria.
4 So I think this, again, is something to try to
5 attract folks in, you know, maybe even from out of
6 state to come in and practice in Mississippi. So I
7 think it's --

8 DR. STEWART: So that's not about
9 preceptorship.

10 MR. BOBINGER: No. The original bill he
11 sent us was, but I think they --

12 DR. STEWART: Modified it.

13 MR. BOBINGER: You remember, Phyllis,
14 they were going to do a fiscal note on it to see
15 what the cost would be. And what I think occurred
16 -- I think that was his intent; I know it was. I'm
17 afraid the cost got so high that they had to try to
18 pull it back. So I think they're trying to say,
19 well, maybe this could be a tool to bring some more
20 folks into the state to try to practice - help us
21 with the shortage.

22 DR. STEWART: Okay, thanks.

23 MR. BOBINGER: Thank you.

24 If there's no other questions, thank you for
25 your time. I appreciate it.

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1 beds, as you all know, and that's a big problem.
2 I'm hoping that out of all of this stuff that I've
3 gone through that some of this will actually make a
4 substantive difference and allow us to -- and the
5 licensees of this board to do what they're trained
6 and educated to do; that's help treat patients and
7 people that are sick and ill. Hopefully we'll get
8 some things to do that and to have facilities for
9 our people to work and be able to do their jobs.

10 DR. STEWART: Trey, just quickly. The
11 House Bill 2070, I think, that Mims put forward, and
12 you mentioned it's for the --

13 MR. BOBINGER: The tax credit.

14 DR. STEWART: -- the tax credit. That's
15 for preceptorship? Is that the --

16 MR. BOBINGER: Yeah, I think so.

17 DR. STEWART: And it's RN and APRN now?

18 MR. BOBINGER: Yes.

19 DR. STEWART: That's good.

20 MR. BOBINGER: Yeah. It's a credit for
21 certain registered nurses and advanced practice
22 registered nurses. Yeah, for certain -- to begin
23 employment -- now, there again, it looks like they
24 have trimmed this back to -- again, to entice -- and
25 for new-hires. The title of the bill says an income

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1 DR. KING: Quick question for you. Can
2 you hear me?

3 MR. BOBINGER: Who's that? Melissa,
4 where are you?

5 DR. KING: Yeah, I'm on the -- I'm
6 looking at you.

7 MR. BOBINGER: Go ahead. Go for it.

8 DR. KING: So thank you for all of the
9 updates. I just have a quick question on 2323. Did
10 you have an update on that one? Did that one -- has
11 it moved through the senate, or is it to the house?

12 MR. BOBINGER: Thank you, Melissa, for
13 that question. Senate -- you remember I mentioned
14 one hospital grant bill. Senate Bill 2323 is kind
15 of the granddaddy, if you will. It allows
16 collaborations and in some cases, acquisitions
17 flexibility where hospitals can share services or
18 costs on certain things. It's an effort brought
19 forward, there again, to help hospitals.

20 Melissa, I specifically spoke to my friend,
21 who is the mayor of Greenwood, Mississippi,
22 Ms. Carolyn McAdams. She has been a very strong
23 advocate of that hospital in Leflore County, along
24 with the supervisors and many others. It's a county
25 joint -- county/city owned hospital. And I asked

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1 her if they were supportive, and she said, "Yes."
2 There again, I don't think it's a magic or
3 silver bullet, but I think it's just an attempt to
4 loosen some restrictions or loosen some requirements
5 in current law to allow some of these hospitals,
6 particularly rural hospitals; although, it could
7 apply to any others to do things jointly if that may
8 help them save money or cut costs. And I think
9 that's the thrust of it. Yes, it is still alive,
10 and it has passed the senate.

11 DR. KING: Okay, thanks, Trey.

12 MR. BOBINGER: Melissa, I want to say
13 one other thing. I think the legislature is looking
14 this year -- you're going to see monies kind of as a
15 bridge to help our hospitals. I think there will be
16 some funding to help them through this fiscal year.

17 I think next year it's going to be time and
18 the legislators I've talked to are aware. They're
19 going to have to sit down and really focus and make
20 some hard choices, but focus on a long-term strategy
21 to fund and support, fiscally support, our state
22 hospitals. So I think this year they're trying to
23 do what they can to kind of bridge the gap. I think
24 next year you may see more legislations about
25 addressing a long-term solution to that problem.

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1 for our next leaders in nursing. But thank you to
2 all who participated in that.

3 I do want to echo a couple of things that
4 Trey mentioned. One, I want to say a very special
5 thank you to Representative Blackwell as well as
6 Rep-- I mean, Senator Blackwell as well as
7 Representative Scoggin for their support on full
8 practice authority. Unfortunately, those bills did
9 not go through; however, we will continue to educate
10 legislators on the need for full practice authority
11 in our state.

12 And as Trey mentioned, we knew that this was
13 going to be a very difficult ask this year, but it
14 does not mean that you stop educating them and
15 providing the data and information that they need to
16 better understand this.

17 Likewise, with several of the bills that
18 Trey mentioned, one especially is the mental health
19 issue. Many of you heard from Richard Roberson at
20 the last -- at your last board meeting, about the
21 sessions that were co-hosted by MHA and MNA
22 throughout the state at different facilities. And
23 the mental health issue was cited - I would say - in
24 every single location as being a massive challenge.

25 I also want to say that along with the

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1 Thank you.

2 MR. ADAMS: Thank you, Trey. I
3 appreciate all your hard work.

4 All right. Other members? I did notice
5 Ms. Teresa Malone on or anyone else that would like
6 to update us.

7 MS. MALONE: Yes. Can you hear me okay?

8 MR. ADAMS: Yes.

9 MS. MALONE: Excellent. Thank you so
10 much. Just a couple of things. I am not going to
11 be repetitive. I think that Trey covered so many of
12 the bills that are out there right now that impact
13 the healthcare environment, as well as our nurses.

14 I do want to say a very special thank you to
15 the faculty, to the students, to the nurses: RNs,
16 APRNs, you name it, that attended the RN and APRN
17 day at the Capitol recently. I also want to say a
18 very special thank you to Deans and Directors who
19 co-hosted that event with us, as well as the School
20 Nurses Association.

21 In talking with the legislators, I think
22 one of, to me anyway, one of the most appreciative
23 comments that I heard was legislators saying how
24 professional our nursing students were. And I think
25 that speaks volumes for our nursing profession and

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1 infographics that we passed out on the nurse faculty
2 side, MNA has made sure that in every conversation,
3 including most recently in my -- in a presentation
4 to a subcommittee, that we are addressing the fact
5 that you cannot look at nursing in silos.

6 I was actually asked to present on the
7 recruitment of nurses to the schools of nursing, and
8 as we all know, that is just one aspect because if
9 these facilities - and I use this term -- it's not
10 just the nursing shortage; it's a nursing crisis.

11 If the facilities are not at a level where
12 they can hire -- if the salary ranges are not
13 competitive at our clinics, at our facilities, at
14 the schools of nursing - we can go on and on - then
15 addressing one area is not going to help. Because
16 as I mentioned to this committee, you can have all
17 the nursing faculty positions fully staffed; you can
18 have the salary range be competitive; you can be
19 graduating nurses and that's wonderful, but if the
20 environment is not such that they can remain in
21 Mississippi because they can obtain competitive
22 salaries, then we've just done a really great job of
23 turning out nurses that are going to go to other
24 states.

25 So I think it is very important -- I know

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1 Trey has stressed this. I know Executive Director
2 Phyllis Johnson has stressed this. It's that
3 legislators truly understand the many aspects right
4 now that need to be addressed in healthcare, in the
5 nursing profession. And as Trey said -- I agree, I
6 think there's going to be some short term -- short-
7 term work towards this, but, ultimately, we have a
8 long way to go, and I think it's very important that
9 they understand we appreciate what they're doing,
10 but there is a lot more work to be done relative to
11 the nursing crisis that we're having in our state.

12 Excuse me. I also want to thank Executive
13 Director Johnson. One of the things I always try to
14 do - y'all know I'm a data nerd - is that when I am
15 making a presentation at the Capitol, I always want
16 to make sure that any numbers that I cite are
17 consistent with any numbers that the Mississippi
18 Board of Nursing cites. So I want to say a very
19 special thank you to her for responding to me and
20 always providing that data to me, especially right
21 before these presentations, just to make sure that
22 there's no confusion on the part of legislators, and
23 we're all kind of speaking in one voice.

24 As Trey mentioned, I think groups working
25 together really showed the strength of the nursing

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1 nurses across the board on how this is impacting
2 patients, communities, you name it.

3 In addition, we are continuing our work to
4 encourage nurses to seek help and not be hesitant to
5 seek mental health services because of the stigma
6 that they feel like is attached to it.

7 We have talked to many nurses throughout the
8 state. There is definitely in Mississippi, just as
9 across the country, nurses are hesitant to let it be
10 known, for lack of a better word, that they are in
11 the need of and/or are receiving mental health
12 services. And we want to make sure that --
13 especially given the environment that we're in today
14 and the increase of verbal abuse and physical abuse
15 that nurses are facing, we certainly do not want to
16 have any stigma associated with nurses seeking that
17 help. So you'll be seeing a lot more information
18 coming out from MNA on that as well.

19 Again, I've covered a lot of information
20 quickly. I didn't want to take up a lot of your
21 time. But, again, thank you all for your support at
22 the RN and APRN day at the Capitol, and, again, just
23 a very special thank you to Executive Director
24 Johnson.

25 I'll be glad to answer any questions that

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1 profession, and, again, I really want to express my
2 appreciation to her for that.

3 As I mentioned earlier, at those events that
4 were hosted at the facilities, we heard from RNs,
5 APRNs across the board -- LPNs, you name it.
6 They're exhausted; they're tired; they are worried
7 about the future. And we normally would host an
8 APRN conference in person in April, but we have
9 received so many calls from APRNs throughout the
10 state basically stating either they can't take off.
11 It's problematic for travel. As we all know, the
12 cost of living has gone up so exorbitantly, and they
13 have asked that we host a virtual event. So that is
14 what we are going to do. So our April APRN
15 conference will be virtual this year, and that
16 allows the flexibility for APRNs to access -- access
17 those recordings at their leisure.

18 So once again, we will be reaching out to
19 Executive Director Johnson and asking her to make a
20 presentation. That's one of the most, I think,
21 sought after presentations that we include in each
22 one of our events. So, again, we appreciate her
23 assistance on that.

24 Likewise, we are continuing work on human
25 trafficking in our state to better educate our

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1 you may have.

2 MR. ADAMS: Thank you, Ms. Malone.

3 MS. MALONE: Thank you.

4 MR. ADAMS: Any questions for
5 Ms. Malone?

6 All right. Other members?

7 Moving on, Office of Nursing Workforce.

8 MS. TERRY: Good morning. I will be
9 giving a very brief update, and I also will be
10 giving an update on MnVP, so I'll start with that.

11 Currently, MnVP has a total of 42
12 participants. Our program manager, Casey Loper, has
13 21; and our RN case manager, Sheron, has 21 as well.
14 We had three program graduates as of November 2022,
15 and we had four referrals to legal. Also as of
16 November 2022, we had three new participants join
17 the program, and we have two additional participants
18 that's pending intake.

19 As far as outreach, we have participated in
20 many speaking events. We were able to go to
21 Mississippi Delta Community College, and we spoke to
22 the students about our program. We were also able
23 to go to Singing River in Gulfport, Mississippi, and
24 we were able to speak about our program as well.

25 Our program manager, Casey Loper, also had

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1 the opportunity to speak in front of the PN council
2 when their meeting was held here, I think, last
3 month.

4 And then for this month, we have plans to
5 participate in two conferences. One will be the
6 2023 Mississippi Mental Health and Addiction
7 Conference, as well as the Mississippi Addiction
8 Conference that will both be held this month.

9 As far as future projects, we are looking to
10 make our program more visible. Like Ms. Malone
11 talked about mental health in our profession, our
12 program not only hits on substance abuse but also
13 mental health, and a lot of people are not aware of
14 our program. So we are looking to be visible at the
15 schools, be visible at the facilities, and at
16 different conferences.

17 One thing we want to implement is visiting
18 one nursing school a month. Students are not aware
19 of this. But they are suffering from different
20 mental health issues and/or substance issues, so
21 that is something that we are looking to implement
22 for our program.

23 And then for Office of Nursing Workforce,
24 our program, of course, has two major scholarships.
25 One is nursing retention scholarship, and one is our

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1 awarded to the schools. 294,128.54 was used for the
2 fall, and we have 518,371.46 that will be used for
3 the spring. This scholarship is used at the
4 discretion of the schools, so they are able to award
5 students that they see are deserving of this
6 scholarship. And this is another scholarship that
7 we hope to continue moving forward.

8 And then lastly, we have our grant, our
9 MStar grant, that we are beginning to implement.
10 That's our telemedicine grant. And right now we are
11 in the process of verifying that the partnering
12 schools have received all of the equipment. Once we
13 verify that all equipment has been received, then we
14 move forward with instruction as far as installation
15 and training to use these materials.

16 And that's all that I have. Do y'all have
17 any questions for me?

18 MS. COLLINS. And by schools, you're
19 talking about the community colleges and
20 universities?

21 MS. TERRY: As far as the grant. So the
22 schools that we're partnering with: Delta State
23 University, Hinds Community College, Meridian -- no,
24 I sorry. I'm giving y'all wrong information; I
25 apologize. I don't have the list of the schools

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1 scholarship program where we partner with the
2 schools.

3 While the retention scholarship, which was
4 implemented last year, we were able to award 24
5 recipients. As of December 2022, we had seven that
6 were successful and graduated, and we still have 17
7 that are still in our program.

8 For 2023, we project six graduates: Three
9 as of May 2023 and three as December 2023. The
10 provisions for this program is retention, of course,
11 so we require that recipients stay in the State of
12 Mississippi for one to two years, depending on the
13 amount of funds they received. If they receive
14 \$2,500, they're required for one year, and if they
15 receive up to \$5,000, they are required for two
16 years. So we're looking to continue that program to
17 continue keeping our nurses here in the State of
18 Mississippi.

19 And the total amount of funds for that
20 program was \$100,000. We did \$60,000 for the fall,
21 and we have disbursed \$40,000 for this spring. Of
22 course, it's a lower amount because we had those
23 recipients to graduate.

24 And then for our program that we partner
25 with the schools, we had a total of \$812,500 to be

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1 right now, but I will be able to get you that
2 information. I didn't put that on my list, but it
3 is a combination of the schools that we're
4 partnering with.

5 MR. CUMMINS: Ms. Terry, as far as the
6 scholarships that are being awarded, does ONW have a
7 way that we're getting accountability back from the
8 schools on who is awarded the scholarships, how much
9 is awarded to each recipient, and tracking of the
10 recipients staying in Mississippi for a certain
11 period of time? Is that recordkeeping that you get,
12 and is that something that you possibly could share
13 at some point?

14 MS. TERRY: So last year we did
15 implement accountability forms - and this is for the
16 scholarship program that we partner with the schools
17 - where they are able to fill out this form. It
18 says the name of the student that received and the
19 amount of funds.

20 Now, right now we don't have a way to track,
21 you know, who stays in the state, but that is
22 something that we're looking to implement because
23 the goal is retention for our program this year.

24 And so our retention scholarship, we are
25 able to track them, but for the scholarship that we

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1 partnered with the schools, we have not implemented
2 that, but that is one of the goals that we would
3 like to do is follow the scholarship this year.

4 MR. CUMMINS: So what I'm hearing is
5 there is an accountability process that's been put
6 into place --

7 MS. TERRY: Yes.

8 MR. CUMMINS: -- as of now so that going
9 forward, we're able to see where our monies are
10 spent and ensure that the scholarships are truly
11 going to the students --

12 MS. TERRY: Correct. The only thing
13 that we have not tracked yet is the one -- if
14 they're staying in the State of Mississippi.

15 MR. CUMMINS: Okay. Are both of these
16 scholarships -- have a requirement of retention?

17 MS. TERRY: Not -- to my understanding -
18 and Dr. Johnson, you correct me or, Shan, you
19 correct me if I'm wrong - the one that we partner
20 with the schools does not have a retention or does
21 not have a requirement to stay in the State of
22 Mississippi. The one that is labeled "retention
23 scholarship," that one does have a requirement, but
24 our other one does not.

25 MR. CUMMINS: Is that something we might

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1 this legislative session, can we also monitor in the
2 fact that we're not just giving a lot of funding to
3 one or two or ten individuals? Are we going to set
4 parameters on if you've received so many amount of
5 dollars from another grant opportunity, then we may
6 pursue looking at another individual to help out for
7 recruitment and retention?

8 MS. TERRY: To my understanding, if you
9 have received funds from any other scholarship
10 source, you are not eligible for this scholarship.
11 Does that answer your question?

12 DR. KING: It does. Thank you.

13 MS. TERRY: You're welcome.

14 MR. CUMMINS: How do we get that
15 information?

16 MS. TERRY: As far as if they receive --

17 MR. CUMMINS: From some other source.

18 MS. TERRY: It's a part of the criteria.
19 Honor system, to my understanding, that they don't
20 receive any other funds, but we haven't implemented
21 anything to verify that.

22 MR. ADAMS: Any questions for Ms. Terry?
23 Thank you.

24 MS. TERRY: Thank y'all.

25 MR. ADAMS: Practical nursing education,

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1 look into?

2 DR. JOHNSON: That's something we can
3 take back to the Office of Nursing Workforce, and
4 Sandra and the committee can look at that and decide
5 if that's something they want to do. I think it's a
6 good question.

7 MR. CUMMINS: Thank you.

8 MS. TERRY: You're welcome. Any other?

9 DR. KING: Hey, it's Melissa.

10 MR. ADAMS: Go ahead.

11 MS. CULPEPPER: To follow up on
12 Ms. Terry, her and I had a discussion, so I want to
13 go on the record to say that our advisory committee
14 will have four open positions for June. So I want
15 to put out there to go check the ONW site.
16 Ms. Terry will be uploading the applications for
17 anyone who will be interested in joining the
18 advisory committee.

19 MS. TERRY: Yes. Thank you, Sandra.

20 MS. CULPEPPER: You're welcome.

21 MR. ADAMS: Dr. King.

22 DR. KING: Hey, sorry. I was just going
23 to go back to the monitoring of the scholarships
24 that we send out with the metrics associated with
25 that. Are we looking to -- so if these bills pass

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1 Dr. Burks.

2 DR. BURKS: Good morning. I do not have
3 any items for a motion, but I do have an updated
4 report.

5 In your packets, you have the practical
6 nursing education program summary of the annual
7 report. Each year the schools are required to
8 submit information regarding their program outcomes.
9 And the first page, you'll just see a brief overview
10 of the rationale behind them submitting that
11 information, information about the scope of
12 practice, and the length of the programs.

13 I also included an actual map of where those
14 schools are located within the state. Although,
15 there are 15 community colleges and they all have
16 practical nursing programs, some of the programs
17 have multiple sites. So you can see where they're
18 distributed throughout the state.

19 Next is the NCLEX pass rate. And this
20 information, schools are required to submit to keep
21 their accreditation status. And as you can see,
22 when we look at the practical nursing programs
23 within the State of Mississippi, most of those
24 programs score above or at what the national NCLEX
25 score. And with COVID there were concerns about

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1 scores dropping drastically, but as you can see for
2 the year of 2021, 100 percent of the PN programs in
3 the State of Mississippi, they scored at or above
4 the national NCLEX level, and there are several
5 programs that throughout the course of time, they
6 have scored 100 percent on their NCLEX pass rate.

7 And also gave the information in terms of
8 the number of students that are admitted into the
9 program. This is very important because often the
10 students who are in the practical nursing programs,
11 these are the students who do transition to the RN
12 programs, so that helps with the workforce in the
13 State of Mississippi.

14 And as you can see during the year of COVID,
15 the numbers dropped; however, afterwards those
16 numbers are up, and they're pretty much up to what
17 they were prior to COVID.

18 The programs, they do graduate. Because
19 oftentimes you'll hear how many students are
20 actually graduating. So you will see that
21 information; it is broken down by schools. Some
22 schools are much smaller than others, so that's
23 where the difference in the number that actually
24 graduates.

25 And the number admitted is based upon, of

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1 for some years you may see schools have more adjunct
2 faculty to support those additional students they
3 may have.

4 And the last part of this report, it just
5 reflects when we look at the gender and the
6 ethnicity of the students in the program.

7 And that is the end of my report. Any
8 questions?

9 MR. ADAMS: Any questions for Dr. Burks?

10 MS. CULPEPPER: Great job.

11 MR. ADAMS: Very good job. Thank you,
12 Dr. Burks.

13 DR. BURKS: Thank you.

14 MR. ADAMS: All right. Moving on to
15 board business. In your packet, you have board
16 business meeting minutes from December the 9th,
17 2022. Everyone's had an opportunity to review?

18 MR. CUMMINS: I make a motion we accept
19 the minutes.

20 MR. ADAMS: I've got a motion to accept
21 the minutes from Jeremy.

22 MS. NORRIS-JOHNSON: I'll second.

23 MR. ADAMS: Second from Ms. Nancy.

24 All in favor?

25 BOARD MEMBERS: Aye.

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1 course, the faculty as well as their space that they
2 have. But also if you look and you see the total
3 number of graduates, that number has increased as
4 well.

5 And for post-COVID, the number of graduates
6 in the practical nursing program is actually above
7 what it was pre-COVID era.

8 The completion is also important. Because
9 although students may enter a program, it's very
10 important for those students to complete these
11 programs. According to the standards, the schools,
12 they have an opportunity to set their own completion
13 rates, and this is based upon that program's
14 demographic and the location of that program.

15 Because although we would like to say all programs
16 are created equal, the reality; they are not. But
17 the schools, they have and they are meeting what
18 they have set as their completion rate.

19 We also have information on the number of
20 faculty, full time and adjunct or part time.

21 Adjunct and part time, those definitions are
22 based upon the schools and what they represent. A
23 requirement for all the programs in terms of their
24 theoretical component, it has to be a 1 to 15, and
25 the clinical component is 1 to 10. So that's why

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1 MR. ADAMS: Any opposed?

2 (No verbal response.)

3 MR. ADAMS: Also you have your hearing
4 panel minutes from October 2022. Can I get a
5 motion?

6 MR. CUMMINS: I make a motion we accept.

7 MR. ADAMS: Motion from Jeremy.

8 MS. NORRIS-JOHNSON: I'll second.

9 MR. ADAMS: Second, Ms. Nancy.

10 All in favor?

11 BOARD MEMBERS: Aye.

12 MR. ADAMS: Agreed settlement proposals
13 minutes October of 2022.

14 MR. CUMMINS: I make a motion we accept
15 the agreed settlement proposals.

16 MR. ADAMS: Got a motion from Jeremy.

17 MS. NORRIS-JOHNSON: Second.

18 MR. ADAMS: Second from Ms. Nancy.

19 All in favor?

20 BOARD MEMBERS: Aye.

21 MR. ADAMS: Any opposed?

22 (No verbal response.)

23 MR. ADAMS: Future meetings: Agreed
24 settlement proposals are scheduled for April 11th,
25 2023; disciplinary hearings are April 12th and 13th,

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1 2023, at 8:30 A.M. And business meeting, April
2 14th, 2023, at 11:05 A.M. The panel is Ms. Sandra
3 Culpepper, Mary Stewart, Dr. Melissa King, and
4 Jeremy Cummins.

5 I also need to back up and waive reading of
6 names on motions.

7 MR. CUMMINS: I'll make the motion we
8 waive the reading of names on motions.

9 MR. ADAMS: I have a motion from Jeremy.

10 MS. NORRIS-JOHNSON: Second.

11 MR. ADAMS: Second from Ms. Nancy.

12 All in favor?

13 BOARD MEMBERS: Aye.

14 MR. ADAMS: Executive director's report.

15 DR. JOHNSON: Good morning,

16 Mr. President and Members of the Board. Thank you
17 for the opportunity to present this morning.

18 First of all, I'd just like to applaud the
19 staff here at the Board of Nursing. They are just
20 awesome. And listening to the reports of Dr. Burks
21 and Ms. Terry, who's only been here three months,
22 this morning I am beaming with pride. But that's a
23 testament to the staff that we have here at the
24 board. And as I always tell you, I am nothing
25 without them. So I would just like to give

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1 background checks on our licensees that apply here
2 at the Board of Nursing. So I just wanted to say
3 that.

4 And, of course, Shan Montgomery, who is the
5 CFO, I don't have to say anything else. She always
6 does an outstanding job, along with our board member
7 Jeremy Cummins on the finance committee to make sure
8 we're prudent of the state's funds. So, thank you,
9 Shan, and, Jeremy.

10 And I would like to thank Sandra for being
11 so cooperative and working with our new director of
12 the Office of Nursing Workforce. She's been here
13 three months; it's still a learning curve, but I
14 think, as you can see from her report this morning,
15 that we did a great job in that. So thank you,
16 Sandra, for your cooperation in assisting her in her
17 new endeavors.

18 That being said, I do want to bring to your
19 attention -- I'll be brief because I know we do have
20 an appeal today, so we want to move on with the
21 meeting.

22 I wanted to bring to your attention the
23 mid-year meeting, March 28th through the 30th in
24 Seattle. I've spoken with the president. There
25 will be six board members that can attend this

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1 accolades to them as well as to another one of our
2 directors that's in the room.

3 And I'd like for Mr. Jamison to stand. And
4 the reason I want him to be acknowledged is we had
5 our FBI audit here at the Board of Nursing last
6 month, and we did extremely well. I was able to
7 meet the FBI agents that came by that did that.

8 A lot of hard work goes into the FBI audit.
9 Mr. Jamison does this without any complaints. He
10 may want to, but he never complains to me.

11 And he sends all of this information forward
12 to the FBI. So it is great to know that three years
13 ago - it's done every three years, I think - we
14 passed with flying colors, and this time the agents
15 had nothing but good words to say.

16 I will let you all know that he is often
17 contacted by other boards that are going through
18 similar audits because they know that we do a great
19 job. So I just wanted to take this opportunity --
20 this is a lot of hard work, and all of the staff
21 participate, but he does a lot of work on this. I
22 wanted to thank him for that because this is so, so
23 important, and we are compliant. And so it's very
24 -- it's very important that we remain compliant with
25 this audit. It deals with our fingerprints and our

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1 particular meeting, and the president will be giving
2 me the confirmed list prior to leaving today of
3 those members that will be attending. This is
4 important because I have to get these names up to
5 National Council, and we have to make your
6 accommodations, like reservations.

7 Once that list is confirmed, then you will
8 be getting additional information from myself and my
9 executive assistant, Vanessa Gray, on the next
10 steps. But I did want to bring that to your
11 attention that we will be confirming that today.

12 Additionally, I had the privilege of
13 attending the Tri-Regulatory Council in Washington,
14 D.C., last week. That consisted of the Federation
15 of State Medical Boards, National Association of
16 Boards of Pharmacy, and NCSBN. We talked about
17 workforce, and I was listening to that today, and I
18 made a note to make sure that I reference that
19 meeting because we're not the only ones experiencing
20 workforce issues and a decrease in workforce.

21 It is very interesting that the number of
22 pharmacy students and med students has decreased
23 tremendously in schools. And especially in the
24 medical field, there's a decrease in certain
25 specialties, such as surgeons. So this has -- it's

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1 very alarming, and they are looking at what they can
2 do workforce-wise to try to get more people to go
3 into these professions. So it's not only nursing.
4 Of course, you know, nursing is a workforce issue in
5 itself. But I thought that I -- it was interesting
6 that others are experiencing the same thing, so now
7 it's kind of alarming to them that they're noticing
8 this drop in the pharmacy students and the med
9 students.

10 In the meeting earlier, I know,
11 Mr. President, you asked me about the total licenses
12 for RN renewals. As you all are aware, this was our
13 renewal year, this past year, for RNs. I'm happy to
14 report that as of a few minutes ago, we had a
15 99-percent renewal rate. So that's good because I
16 know at the last meeting, we were kind of concerned,
17 but as we all know, they wait until the last minute,
18 and they did come in and renew. So 99 percent
19 because that's what you asked me about - the
20 percentage rate. So that in itself was good.

21 I also wanted to bring to your attention the
22 public health emergency. As you all are aware, the
23 national public health emergency, President Biden
24 will lift that in May of this year. There was some
25 discussion at the meeting I was at this week from

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1 shoot me an e-mail on that.

2 The FBI fraudulent school situation, which
3 I'm sure everybody is often asking questions about.
4 And the FBI calls it Operation Nightingale, and I
5 know I distributed to the board members a statement
6 from NCSBN. It remains a complex investigation
7 throughout the nation and on a global scale.

8 You know, we've been contacted by a couple
9 of media entities, but I am happy to report that the
10 Mississippi Board of Nursing has a process in place,
11 and we've been working with NCSBN and the FBI. As
12 of today, there have been zero licensees in the
13 State of Mississippi that have been identified that
14 are fraudulent.

15 It is an ongoing investigation, and I have
16 to check it daily. There is a special portal that
17 only myself and legal counsel have from NCSBN where
18 if anybody that has graduated from one of those
19 schools applies for licensure in this state or any
20 state, it's dumped into our database, and I am able
21 to see that. There is an alert put on it, and
22 before we license them, we have to make sure and
23 verify that they are legitimate. However, again,
24 there have been zero instances of where we've had
25 licensees in our state. So that, again, is a

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1 the Governmental Affairs Division of National
2 Council as to how that would impact practicing.

3 There probably will be some impact on how we
4 practiced over the past three years. They're
5 looking at some of the waivers that went into effect
6 during the pandemic. Some of those may stay in
7 effect; however, we won't know which ones those are
8 until closer to that date. But they are looking at
9 some of those waivers staying in effect; otherwise,
10 it will resort back to pre-COVID.

11 So that's some things that we will be making
12 sure that our licensees are aware of once we get the
13 final information on what will remain in effect and
14 what will not.

15 Also, March 7th, next month, I have been
16 invited as a representative of NCSBN to go to
17 Washington, D.C., and it's called NCSBN Day on the
18 Hill. So I'll be visiting with congressional
19 contingents on the Hill in D.C. on March 7th, and
20 we'll be talking about regulatory issues and
21 workforce issues. So this will be good to also
22 showcase what we do in regulation and also the
23 importance of workforce and the funding for
24 workforce issues. So if y'all have anything you
25 need me to maybe bring up, then please feel free to

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1 testament to our system and to your leadership and
2 what the board has in place in their rules and
3 regulations in that we already review these things.
4 Again, the FBI audit we just passed that shows our
5 background check and fingerprinting.

6 We do take that very seriously. And I was
7 happy to also know that on social media, that some
8 of the things that were being said when this came
9 out is, "They don't have to worry about the
10 Mississippi Board of Nursing because they're real
11 strict." So that's good; that's good. Sometimes
12 strict is good.

13 So thank you all for your leadership in
14 that. I just wanted to bring that to your attention
15 because I know that's a concern, and I still get
16 some, you know, inquiries about it, but right now we
17 have zero. So hopefully, we can keep it that way.

18 Additionally, the APRN compact - there are
19 three states that have passed legislation for the
20 APRN compact. I am happy to report there are
21 several other states that have introduced
22 legislation, and they're still in their legislative
23 sessions right now. So we're monitoring this at the
24 national level to see how that goes. Because once
25 seven states introduce and have approved

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1 legislation, the APRN compact goes into effect.
 2 That being said, Mississippi then would have
 3 to submit legislation to join the compact, sort of
 4 like we did with the NLC. So more to come on that.
 5 I'll keep you all posted, but that in itself is a
 6 good sign that would allow APRNs to have mobility
 7 like the RNs and the LPNs have, and that will go
 8 across state lines without having to apply for
 9 licensure in those individual states.
 10 And I would also like to recognize
 11 Dr. Cagle, who is our director of advanced practice,
 12 who has been instrumental in going across the state
 13 over the past few months, and she's done a
 14 tremendous job. And when I say "all staff," that
 15 encompasses all staff, and sometimes I may forget to
 16 call out names, but all staff does a tremendous job.
 17 But Dr. Cagle has reached out to MANA, our
 18 nurse anesthetists, and was invited to speak at
 19 their meeting and present some good information to
 20 them. So that in itself was great, you know, to be
 21 able to be invited to MANA and speak at their
 22 business meeting. So thank you, Dr. Cagle, for all
 23 you do as well.
 24 And I think that is all I have at this
 25 point, Mr. Chair.

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1 MR. ADAMS: Thank you, Dr. Johnson. Any
 2 questions for Dr. Johnson?
 3 MS. COLLINS: Dr. Johnson, I know you
 4 mentioned you had 99 percent people that renewed
 5 their license. How many nurses do we have now?
 6 DR. JOHNSON: Approximately 65,000.
 7 That's the RNs and the LPNs combined. So we only
 8 had 88 out of that number that had not renewed at
 9 last check.
 10 And, as you know, these statistics are on
 11 our website under our licensure statistics. If you
 12 go to the "board" prompt on the msbn.ms.gov, scroll
 13 down to licensure and statistics, all this
 14 information is broken down right there. It tells
 15 the APRNs, as well, even the ethnicity, the settings
 16 where they work. And, you know, I think a lot of
 17 people forget we have this data on our website. But
 18 you can also get it there, and that's realtime data.
 19 It goes up -- every 24 hours, it's uploaded into the
 20 system.
 21 MS. COLLINS: Well, I know at one point
 22 in time, we had over 70,000.
 23 DR. JOHNSON: Well, we have over 70,000
 24 licenses that we're responsible for, but that's a
 25 combination of some of them have multiple licenses,

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1 but it's 65,000 nurses in the state.
 2 MR. ADAMS: Any questions? Thank you,
 3 Dr. Johnson.
 4 Moving on to committee reports.
 5 Executive committee: I have nothing new to
 6 bring forward that hasn't already been discussed
 7 today.
 8 Compliance committee.
 9 MS. CULPEPPER: I just have one motion
 10 coming out of compliance, and that is I move that
 11 the board adopt the compliance committee's
 12 recommendation that the following affidavits formal
 13 reprimands be accepted for ratification for license
 14 number R-893398.
 15 MR. ADAMS: Got a motion.
 16 Second?
 17 MR. CUMMINS: Second.
 18 MR. ADAMS: All in favor?
 19 BOARD MEMBERS: Aye.
 20 MR. ADAMS: Any opposed?
 21 (No verbal response.)
 22 MR. ADAMS: Advanced practice committee,
 23 Dr. King.
 24 DR. KING: Thank you, Mr. President.
 25 Although, lots of discussion over different aspects

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1 for advanced practice, nothing to bring forward to
 2 the full board today. Thank you.
 3 MR. ADAMS: Thank you, Dr. King.
 4 Practice committee.
 5 DR. STEWART: We have no report.
 6 MR. ADAMS: Thank you, Mary.
 7 Administrative code, ad hoc committee,
 8 Dr. King.
 9 DR. KING: Thank you, Mr. President. We
 10 met a couple of weeks ago. Don't have any motions
 11 to bring forward, but I did want to open the floor
 12 to Mr. Brandon Walker to see if he wanted to give an
 13 update as to where we are or Ms. Deanne Saltzman,
 14 either one, but we don't have any specific motions
 15 but continue to work on the priority set forth at
 16 the beginning of the year.
 17 MS. SALTZMAN: Good afternoon. In the
 18 last committee meeting, we discussed possibly going
 19 in and changing some of the current regulations that
 20 we had in place related to time frames that relates
 21 to both appeals, whether an appeal is stayed, what
 22 if there's a summary suspension, just trying to go
 23 in and kind of tidy those up. We have a meeting set
 24 for February the 24th again with the administrative
 25 code committee to do that.

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1 As far as motions and actions in the past,
2 we have three different sets of rules: The addition
3 of the opioid and benzo language to mimic what was
4 done with the Board of Medical Licensure. That's
5 been filed. It's gone now through OLRC, through
6 Secretary of State, and now it's about to be back
7 through OLRC.

8 The repeal of the pre-disciplinary portion,
9 that's in the same status.

10 And what's the third?

11 Sorry, my mind went blank.

12 MR. WALKER: The monitored practice
13 hours.

14 MS. SALTZMAN: Yeah, it's monitored
15 practice hours. The monitored practice hours
16 amendments that came out of committee - in the same
17 status. They've been through OLRC, Secretary of
18 State, now they're about to go back through OLRC.
19 So I anticipate meeting with OLRC sometime in the
20 near future to get that done. Once the resolution
21 comes out of OLRC, those will then be re-filed with
22 Secretary of State and become final.

23 Do you have any questions for me or for
24 Mr. Walker?

25 Thank you.

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1 That will pull us back up to a full board staff head
2 count of 43 employees.

3 As far as salary progression, we have put in
4 a request for a 5-percent salary increase for
5 non-nursing, a 10 percent increase for nursing
6 employees. The same as nursing shortages in the
7 hospitals, skilled nursing facilities, we also have
8 them on the board. So we're trying to keep what we
9 have and get their salaries up to the appropriate
10 limits. For the 10-percent salary increases, this
11 would add \$60,000 to our annual budget. For the 5
12 percent non-nursing, that would add \$107,000 to our
13 annual budget.

14 As far as travel goes, we have requested a
15 slight increase, \$5,000 to our annual travel budget.
16 This will accommodate the elimination of the trip
17 optimizer system. Also will accommodate increase in
18 mileage rates that have increased. So that \$5,000
19 increase there will cover that. But the trip
20 optimizer is no longer required, and that's the
21 reason we have that.

22 If you're looking on your form here, you'll
23 see under "total budget requests," all of the
24 original requests. You'll see what the legislative
25 budget allowed. You can see on the 2024 final

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1 MR. ADAMS: Dr. King, I will make a
2 comment. I know that's a very busy committee. And,
3 again, I would like to say thank you for your work
4 there.

5 Finance committee, Jeremy.

6 MR. CUMMINS: All right. Finance
7 committee has received the financials for December
8 and January. Everything was within limits and
9 looked good.

10 We do have some updates, though, on the
11 fiscal year '24 that went through Legislative Budget
12 Office. Some of our fiscal year '23 requests were
13 not fulfilled, and so the level of funding they
14 provided was not necessarily in what we requested,
15 so we're seeking to restore what was originally
16 asked for.

17 This is a normal practice. As a year's
18 budget may not be fulfilled, it is normal practice
19 to go back and ask for that funding again, and
20 that's what we've done.

21 There were two positions: medical cannabis
22 investigator and a full-time court reporter. The
23 positions were approved; they were not funded.
24 We're going back this year and asking for the
25 funding of those two positions to go onto the board.

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1 budget request it just goes back; it mirrors the
2 original budget request. The only difference you'll
3 see is in salaries. The original request was
4 sitting at 3.2 million. 2024 final budget request
5 goes up to 3.3 million. The difference there is the
6 funding of the investigator for cannabis and the
7 full-time court reporter. So that's going to be
8 that difference there.

9 On all the other areas: travel,
10 commodities, vehicles, all of that will be an exact
11 mirror for our request.

12 As far as revenue and cash, the board is
13 sitting with -- December 31st, our cash balance was
14 sitting just over \$8 million. That seems a little
15 higher than what we normally run. The reason would
16 be we just came out of an RN renewal year.

17 And what we'll need to do is kind of watch
18 that. About 65 percent of that budget has to go for
19 two years because our LPN renewals are much lower
20 than our RNs. That would also be, you know, if an
21 LPN upgrades, and they're going to fall under the
22 RN, and there's more RNs, by all means.

23 So at the end of January of 2024, we'll have
24 a better picture of where our true numbers are as
25 far as our budget. And what the finance committee,

BUSINESS MEETING

<p style="text-align: right;">Page 54</p> <p>1 along with the board will need to do to expend 2 monies to hopefully keep from having a sweep there. 3 But the good news here is, is that the 4 revenue and cash on-hand is adequate and sufficient 5 to meet the requests and the continued operations of 6 the board. 7 Any questions? 8 I do need a motion to approve. 9 MR. ADAMS: I make a motion. 10 MS. CULPEPPER: I'll second it. 11 MR. ADAMS: Second by Sandra. 12 All in favor? 13 BOARD MEMBERS: Aye. 14 MR. ADAMS: Any opposed? 15 (No verbal response.) 16 MR. ADAMS: Office of Nursing Workforce 17 advisory committee, Sandra. 18 MS. CULPEPPER: Nothing further. 19 MR. ADAMS: Thank you Sandra. 20 All right. With that, that completes the 21 agenda. 22 DR. JOHNSON: Mr. President, if I may. 23 MR. ADAMS: Yes, ma'am. Dr. Johnson. 24 DR. JOHNSON: As you all know, I was at 25 the board of directors meeting this past week, and</p>	<p style="text-align: right;">Page 56</p> <p>1 MS. COLLINS: Second. 2 MR. ADAMS: Second, Jan. 3 Thank you. Y'all have a good day. 4 (MOTIONS ATTACHED HERETO.) 5 (Whereupon, the above-entitled 6 proceeding concluded at 12:15 P.M.) 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>
<p style="text-align: right;">Page 55</p> <p>1 we had board hearing week, so I do want to 2 acknowledge our legal staff. I have not received a 3 phone call, so I assume everything went well, and 4 that in itself is good. 5 It's always good when you can leave your 6 place of employment, and you're the executive 7 officer and know that the wheel continues to turn, 8 and it doesn't fall off. And, again, that's a 9 testament to the staff. So, you know, to the legal 10 division and all the staff here, I'd just like to 11 give them a round of applause for the great job. 12 MR. ADAMS: And, Dr. Johnson, I'll echo 13 that. There was a couple of board members this 14 morning that came in smiling, and you can get a feel 15 of the room very quickly if it's been either good or 16 bad for the week. But, again, thank you to the 17 staff. Thank you to those board members that were 18 here all week and all of your hard work is very much 19 appreciated. And hopefully this is catching us up 20 on hearings that we had fallen a little behind. So 21 we had added a day over the last few months, and I 22 hope we're in a little better shape now. 23 Anything else from the group? 24 MR. CUMMINS: Motion we adjourn. 25 MR. ADAMS: Got a motion.</p>	<p style="text-align: right;">Page 57</p> <p>1 CERTIFICATE OF COURT REPORTER 2 I, CYNTHIA HARRIS, Court Reporter and Notary 3 Public, in and for the County of Scott, State of 4 Mississippi, do hereby certify: 5 That the foregoing pages contain a full, 6 true, and correct transcription of all the 7 proceedings taken by me at the time and place 8 heretofore stated; 9 That I am not kin or in anywise associated 10 with any of the parties to said cause of action or 11 their counsel, and that I am not financially 12 interested in the action. 13 IN WITNESS WHEREOF, I have hereunto set my 14 hand and seal, this the 15th day of February, 2023. 15 16 17 18 19 20 CYNTHIA HARRIS, RPR, CCR 1828 21 22 23 24 MY COMMISSION EXPIRES: DECEMBER 10TH, 2025 25</p>

MISSISSIPPI BOARD OF NURSING

MOTION # 4I move that approval of agenda

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BYLaura
MOTION SECONDED BY2/10/23
DATEFAVOROPPOSEABSTAINMOTION PASSEDMOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 5

I move that Business meeting Minutes for Dec

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

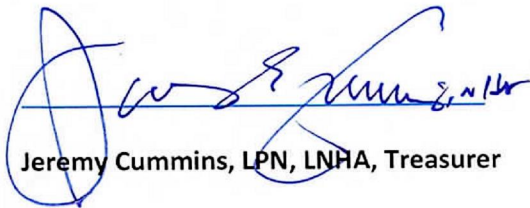
ADJOURNED: The Business Meeting adjourned at approximately 12:27 p.m.

A handwritten signature in blue ink, appearing to be 'T. J. Adams', written over a horizontal blue line.

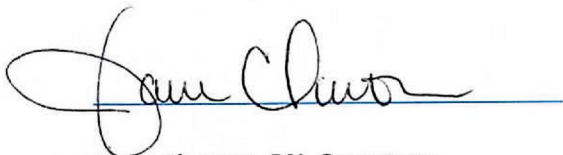
T. J. Adams, RN, BSN, MSHA, President

A handwritten signature in black ink, appearing to be 'Sandra Culpepper', written over a horizontal blue line.

Sandra Culpepper, LPN, Vice President

A handwritten signature in blue ink, appearing to be 'Jeremy Cummins', written over a horizontal blue line.

Jeremy Cummins, LPN, LNHA, Treasurer

A handwritten signature in black ink, appearing to be 'Janie Clanton', written over a horizontal blue line.

Janie Clanton, RN, Secretary

BUSINESS MEETING

THE MISSISSIPPI BOARD OF NURSING
BUSINESS MEETING

DECEMBER 9, 2022

PROCEEDINGS

taken on Friday, December 9, 2022,
commencing at approximately 11:11 A.M.
at the Mississippi Board of Nursing
713 South Pear Orchard Road
Plaza II, Suite 300
Ridgeland, Mississippi

REPORTED BY: CYNTHIA HARRIS, RPR, CCR, #1828
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SOUTHERN STENO REPORTERS
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BUSINESS MEETING

Page 2	Page 4
<p>1 APPEARANCES</p> <p>2</p> <p>3 BOARD MEMBERS IN ATTENDANCE IN PERSON:</p> <p>4 T.J. ADAMS, RN, BSN, MSHA (PRESIDENT)</p> <p>5 SANDRA CULPEPPER, LPN (VICE PRESIDENT)</p> <p>6 JEREMY L. CUMMINS, LPN, LNHA (TREASURER)</p> <p>7 JANIE CLANTON, RN (SECRETARY)</p> <p>8 MARY STEWART, PhD, RN</p> <p>9 NANCY NORRIS-JOHNSON, LPN, II, CPT</p> <p>10 ALTON SHAW, MSN, FNP-C</p> <p>11 LAURA MOORE, MSN, NP-C</p> <p>12</p> <p>13 BOARD MEMBERS IN ATTENDANCE VIA ZOOM:</p> <p>14 MELISSA KING, DNP, FNP-C</p> <p>15 LACEY T. GENTRY, MSN, RN</p> <p>16</p> <p>17 ALSO PRESENT:</p> <p>18 EDWARD WIGGINS, JR., ESQUIRE</p> <p>19 SPECIAL ASSISTANT ATTORNEY GENERAL</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 PROCEEDING</p> <p>2 * * * *</p> <p>3 MR. ADAMS: All right. Good morning,</p> <p>4 everyone. Welcome to the Board of Nursing. I would</p> <p>5 like to call the meeting to order. It is 11:11. I</p> <p>6 would like to begin with Mr. Jeremy opening us up in</p> <p>7 a word of prayer.</p> <p>8 MR. CUMMINS: Let's pray.</p> <p>9 (Prayer.)</p> <p>10 MR. ADAMS: I would also like to note we</p> <p>11 have a declaration of a quorum, and that we have two</p> <p>12 members joining us via Zoom: Dr. Melissa King and</p> <p>13 Lacey Gentry.</p> <p>14 You have the agenda in front of you. Can I</p> <p>15 get a motion to approve the agenda?</p> <p>16 MR. CUMMINS: Make a motion to approve</p> <p>17 the agenda.</p> <p>18 MR. ADAMS: Got a motion by Jeremy.</p> <p>19 MS. NORRIS-JOHNSON: I'll second.</p> <p>20 MR. ADAMS: Second by Ms. Nancy.</p> <p>21 All in favor?</p> <p>22 BOARD MEMBERS: Aye.</p> <p>23 MR. ADAMS: Any opposed?</p> <p>24 (No verbal response.)</p> <p>25 MR. ADAMS: Open forum: Legislation,</p>
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<p>1 TABLE OF CONTENTS</p> <p>2</p> <p>3 Title Page..... 1</p> <p>4 Appearances..... 2</p> <p>5 Table of Contents..... 3</p> <p>6 Proceedings..... 4</p> <p>7 Court Reporter's Certificate..... 52</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 Mr. Tray.</p> <p>2 MR. BOBINGER: All right. Good morning.</p> <p>3 DR. JOHNSON: Could we back up?</p> <p>4 MR. ADAMS: Yeah, sure.</p> <p>5 MR. BOBINGER: Oh, yeah. We've got a</p> <p>6 guest.</p> <p>7 DR. JOHNSON: Mr. Chair.</p> <p>8 MR. ADAMS: Yes, ma'am.</p> <p>9 DR. JOHNSON: We do have an open forum.</p> <p>10 A guest from the Hospital Association is here.</p> <p>11 MR. ADAMS: Okay.</p> <p>12 DR. JOHNSON: So --</p> <p>13 MR. ADAMS: Mr. Roberson.</p> <p>14 MR. ROBERSON: Actually, I'll gladly</p> <p>15 yield my time.</p> <p>16 MR. BOBINGER: I told him I was going to</p> <p>17 echo what he says.</p> <p>18 MR. ADAMS: Okay, let's go. Mr. Richard</p> <p>19 Roberson.</p> <p>20 MR. ROBERSON: Well, good morning,</p> <p>21 everyone. And first of all, let me say thank you</p> <p>22 for everything that y'all are doing and continue to</p> <p>23 do as we go through some pretty unprecedented</p> <p>24 challenges still in healthcare in Mississippi and</p> <p>25 around the country.</p>

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1 I'm Richard Roberson; I'm general counsel
2 and vice president for policy and state advocacy
3 with the Mississippi Hospital Association.
4 And just to -- you know, just here to say
5 thank you. Also to give you guys just an update on
6 a few things that we're working on as it relates to
7 the nursing profession.
8 We know there's a huge crisis right now
9 within the nursing profession on workforce. We're
10 engaged on some various initiatives for increasing
11 the supply of nurses and also helping the nurses
12 that are working their tails off right now.
13 And we're looking at tax credits,
14 scholarships, forgivable loans, all those types of
15 things that we've talked about over the last couple
16 of years.
17 We're looking at things to make the
18 workplace safer. We hear all the time from our
19 hospitals, challenges that their nurses have with
20 just safety issues in the hospitals and not just in
21 the hospitals but in clinics and other settings as
22 well.
23 But we're going to be talking about some
24 things from a legislative standpoint that we can do.
25 A few years ago we were able to get some increased

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1 discussion about what is going on with the nurses.
2 We think it's important for legislators to
3 hear how the impact of their policy decisions
4 regarding and how they approach healthcare from a
5 policy perspective impacts the nurses and impacts
6 their ability to care for patients at bedside.
7 And we've heard stories over the last couple
8 of weeks that are pretty -- pretty powerful stories.
9 We've heard the importance of, first of all, having
10 a hospital to go to. We've heard of a case up in
11 the Delta where if that hospital had not been there,
12 one of the nurse's best friend's son would be dead
13 because he would not have been someone that could
14 have ridden in an ambulance 45 minutes past that
15 town to get care.
16 So we hear all the time about how maybe
17 certain parts of the state don't need healthcare;
18 maybe they don't need a hospital; maybe it needs to
19 look like something else. Well, I think there are a
20 lot of stories out there that would tell you
21 otherwise.
22 So we're firmly engaged on that issue and
23 trying to make sure that legislators hear it
24 directly from those who are most impacted by their
25 decisions, and those are our nurses, to be quite

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1 punishment on offenders who assault nurses and other
2 healthcare workers and got that raised to a felony
3 offense instead of a misdemeanor.
4 But we know there are challenges around the
5 state with law enforcement not always being as
6 supportive as perhaps they could be for helping our
7 healthcare workers and our nurses in some very
8 difficult situations.
9 We've had instances over the last few months
10 and weeks of some potentially very bad situations
11 that thankfully have been avoided.
12 But we're looking at things such as, you
13 know, what to do about firearms being brought onto
14 campus, particularly with our public hospitals.
15 We want to make sure that folks, patients in
16 the hospitals, visitors, family members but also our
17 healthcare workers and our nurses are as safe as
18 they can be. And those stories that we've heard
19 over the last several months have been pretty
20 heartbreaking in some cases.
21 We've been working with the Mississippi
22 Nurses Association over the last couple of weeks,
23 and it will continue over the next week to engage
24 legislators and chief nursing officers and their
25 staff in conversations, kind of a town-hall

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1 honest.
2 So administrators in hospitals have a
3 different set of stress level. They're trying to
4 make sure the business operations and the patients
5 are taken care of and all the trains are running on
6 time, but it's the nurses that feel those different
7 stress levels, and they feel the pressures -- the
8 downward pressures of revenue and the impact that
9 that has as they take care of patients.
10 And the stories that I've heard that
11 resonate the most with me over the last couple of
12 years have been those stories of nurses and their
13 frustrations in what they've been faced with through
14 COVID and now as we're into post-COVID. And that
15 is -- you know, certainly ratios are a challenge and
16 frustrating. Money has been an issue. Work-life
17 balance has always been an issue, but it's even been
18 more acutely an issue the last few years.
19 But the primary thing that comes through to
20 me is when I've heard nurses say, "What really has
21 impacted me and frustrated me the most and is
22 affecting me personally is that I cannot take care
23 of the patients in the way I have been trained to
24 take care of them and in the way that I know is the
25 best way to take care of them." And that is

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1 depressing to me; it is frustrating to me. And we
2 need to get that fixed.
3 So those are the things from the Mississippi
4 Hospital Association's perspective that we're
5 working on, and we appreciate the board's support.
6 We look forward to continuing to work with the
7 Nurses Association and with this board and with
8 Phyllis on different things that we can do to help
9 our nurses. And we appreciate being here. So thank
10 you for what you're doing.
11 MR. ADAMS: Any questions for Richard?
12 DR. STEWART: Can I say something?
13 MR. ADAMS: Go ahead.
14 DR. STEWART: First, thank you for
15 coming and those words of encouragement.
16 We were just talking right before the board
17 meeting. You know, one of the things with the
18 nurses in absorbing so much of this stress, and our
19 Board of Nursing staff does a tremendous job of
20 helping in terms of those that have substance-use
21 disorders. We just see that more and more. And I
22 know nursing is not the only profession that's
23 affected by that, but in some respects, it's an
24 occupational hazard, I mean, because of the stress
25 and the demands and the ratios that you're talking

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1 know some of the challenges that nurses face and
2 going home every night to a different part of your
3 house to get out of the PPE, to shower before you
4 hug your kid. Those are real stories that not all
5 of us have to face.
6 And so the mental health issues and the
7 challenges have come up and have rang true and we've
8 kind of, I think, felt like it's kind of a -- it's a
9 -- these meetings have been part legislative
10 advocacy work and part group therapy for everybody.
11 And those are certainly challenges the hospitals are
12 looking at as well. And from an advocacy
13 standpoint, we need to do better as a state and
14 getting that addressed.
15 DR. STEWART: Thank you.
16 MR. ADAMS: Questions for Richard?
17 Ms. Johnson.
18 DR. JOHNSON: Mr. Chairman, thank you.
19 And, Richard, thank you for being here, and thanks
20 to the Hospital Association for their efforts in
21 including nursing in everything because nursing is
22 so important and all that they've done legislatively
23 thus far.
24 I had a question about the hospital
25 closures. The criticality of the impact it has on

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1 about.
2 So, you know, we see that when we see people
3 come in who have this disease, and they need help.
4 And that then, of course, you know, distresses the
5 system even further when they are absent and are
6 able to get help, hopefully.
7 So I know you guys are thinking about that
8 and talking about that. But I just wanted to
9 mention it so it doesn't get forgotten.
10 MR. ROBERSON: No. I appreciate that.
11 In every one of these meetings we've had over the
12 last week and a half, we've talked about the mental
13 health impacts and the mental behavior health impact
14 on the nursing workforce of what they're having to
15 go -- what they've been through with COVID.
16 You know -- and you know as well as I do the
17 stories where nurses became family members during
18 COVID, and they had to be with that patient during
19 times at the end of life and provide that
20 end-of-life care from a clinical standpoint but also
21 from a personal, emotional, and spiritual
22 standpoint. And that takes what's already a
23 difficult professional job into a whole different
24 level. Then it becomes much, much more personal.
25 My sister is a nurse, and so, you know, I

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1 the overall healthcare system in Mississippi and
2 nationally.
3 So what efforts are being undertaken to
4 address this issue in Mississippi, if you could
5 speak briefly on that?
6 MR. ROBERSON: Sure. So, you know, so
7 many challenges for hospitals right now is driven by
8 revenue.
9 Mississippi hospitals are the lowest cost
10 inpatient hospitals, for inpatient expenses in the
11 country. I mean, and it's not even close. The next
12 closest state is Wyoming, and they're almost \$200
13 more per day more expensive than Mississippi.
14 So our problem in Mississippi is not cost;
15 it's revenue. We don't have the revenue; we don't
16 have the payer mix and the volume that supports
17 healthy hospitals, healthy healthcare systems across
18 the state.
19 And, you know, you look at some hospitals,
20 and Greenwood has been one that has very publicly
21 been out front. Their payer mix is less than 10
22 percent commercial, and some of that includes the
23 federal marketplace plans which aren't, you know,
24 true commercial, employer-sponsored coverage
25 insurance companies.

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1 So the challenge in a place like Greenwood
2 is when, you know, less than 10 percent of your
3 revenue is coming from employer-sponsored healthcare
4 coverage and the rest is coming from combinations of
5 Medicare, which has been hit by sequestration;
6 market basket rate decreases through the Affordable
7 Care Act that have resulted in tens of millions of
8 dollars in Greenwood being lost over the last few
9 years; and then the rest of their population is
10 Medicaid and self-pay, which is really uninsured, no
11 pay, it makes it extremely challenging.

12 And we see those hospitals that have that
13 type of payer mix are going to be the ones at the
14 tip of the spear that are going to be, you know, in
15 a really, really bad place and already are.

16 And so, you know, we continue to talk about
17 things like Medicaid expansion because it's just
18 kind of the obvious thing.

19 And, you know, when the federal government
20 set up the Affordable Care Act, they kind of robbed
21 from Peter on the Medicare side to pay for Paul on
22 the Medicaid side. And we've had all the cuts from
23 Medicare from 2012 through 2027 that will add up to
24 almost four billion dollars across the state in
25 reductions on the Medicare side, but we've not been

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1 If you're in labor, that's a scary drive.
2 So that's -- those are the types of things that keep
3 us up at night worried about our hospitals is,
4 obviously, impact on the hospital, but it's the
5 impact on those communities and on those patients
6 that need those services, and they need them
7 locally.

8 DR. JOHNSON: Thank you.

9 MR. ROBERSON: Thanks, Phyllis.

10 MR. ADAMS: Any questions?

11 Again, thank you, Richard, for coming.

12 MR. ROBERSON: Thank you.

13 MR. ADAMS: Thank you to the Hospital
14 Association.

15 MR. ROBERSON: Appreciate y'all. Thank
16 you.

17 MR. ADAMS: Others while we're in open
18 forum? I did notice Ms. Malone on via Zoom.
19 Teresa, do you have anything?

20 MS. MALONE: Can y'all hear me okay?

21 MR. ADAMS: Yes.

22 MS. MALONE: Yes. And I will be very
23 brief. I'm driving. I apologize if there's
24 background noise.

25 First, I want to say a very special thank

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1 able to make any of that up on Medicaid.

2 And, you know, I don't think that anyone
3 will tell you right now that expansion is the single
4 solution or getting more covered lines is the
5 single-bullet solution. It probably would have been
6 10 years ago.

7 But, you know, we've got deferred
8 maintenance on the healthcare house, and so now it's
9 not just fixing the leak in the roof. It's fixing
10 the leak in the roof that has caused damage to the
11 walls in the house and the flooring in the house and
12 everything else. So you've got to fix all of that.

13 So we are very concerned about the state of
14 our hospitals in Greenwood.

15 In calendar year 2021, there were over 200
16 babies born in Greenwood at that hospital. They've
17 eliminated labor and delivery services in Greenwood.
18 So now those 200 babies are going to have to go
19 somewhere else this year.

20 So, you know, mom's in labor, driving, you
21 know, either up Highway 7 to Grenada or maybe 82
22 over to Greenville or Indianola, 30 miles, 50
23 miles, maybe up to Oxford, down to Jackson. Those
24 are going to be your nearest labor and delivery
25 units -- or over to Cleveland, 45 minutes.

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1 you to Dr. Cagle for presenting at our October
2 convention. We were a little nervous because we
3 know that it is very difficult for nurses to take
4 off at this point in time, so we were delighted at
5 the turnout that we had, and she did an excellent
6 job in responding to questions, both from registered
7 nurses as well as advanced practice registered
8 nurses and providing an update to everyone. So,
9 again, we appreciate that.

10 I do want to remind everyone about our RN
11 and APRN day at the capitol. It is scheduled for
12 January the 25th.

13 And our nursing legislative summit is
14 scheduled for February the 28th. We would love for
15 all of the Board of Nursing members to be able to
16 attend both of those events.

17 And then I'm not going to spend a lot of
18 time, but I want to reiterate what Richard had
19 mentioned about the meetings that we have been
20 hosting throughout the state.

21 And all of you know, because you hear from
22 nurses and you are nurses, about the challenges that
23 they are facing. But he is exactly right. When you
24 hear it from so many individuals telling a different
25 story but yet the same story of exhaustion, burnout,

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1 being worried about their patients, being worried
2 about their families, being worried about their
3 colleagues and themselves. Because as we know, the
4 stress levels that you mentioned, suicides are going
5 up when it comes to nurses. All of these factors
6 are impacting our nursing workforce, and it's
7 impacting the entire state and, of course, the care
8 that is being provided to the patients in
9 Mississippi.

10 So we want to publicly thank all of the
11 nurses and all of the legislators who have attended
12 those meetings.

13 And that is all I have today. Again, I
14 apologize for any background noise.

15 MR. ADAMS: Any questions for Teresa?
16 Thank you, Ms. Malone.

17 MS. MALONE: Thank you.

18 MR. ADAMS: Anyone else?
19 Trey, you're up.

20 MR. BOBINGER: We'll try it again. Good
21 morning. I just wanted to reiterate I appreciate
22 Richard appearing today and speaking on behalf of
23 the hospitals.
24 There was a hearing recently that we were
25 extended an invitation to by Senator Hob Bryan,

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1 Shan, because I think our retreat, correct, board
2 retreat is in that same time frame. And it's early
3 in the session. I think there will be a lot of
4 activity, and I would encourage all of our board
5 members to try to be there. It's a great time to
6 interact with both senators and representatives, and
7 we can kind of express our views.

8 I can tell you -- we're talking about
9 hospitals. I've got three or four other things I'm
10 going to quickly mention.

11 It looks like it's going to be an active
12 session. I feel like we've kind of already been in
13 session the last couple of months, actually. We've
14 had several meetings. We also had a meeting that
15 Ms. Johnson, Ms. Montgomery, and I attended with
16 Senator Blackwell to talk about full practice
17 authority legislation with all the stakeholders
18 there from the nursing profession.

19 I thought it was a very productive meeting -
20 candid but productive. I think we're going to have
21 a good bill to work together on with these other
22 parties. I appreciate Senator Blackwell for
23 including us. I've had multiple conversations.
24 I've not told Ms. Johnson, but I called him this
25 week to ask him a follow-up question.

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1 chairman of the Senate Public Health. Ms. Johnson,
2 Ms. Montgomery attended, as well as I. We knew a
3 lot of these things, but just to hear it in concrete
4 very candid terms, it really concerns you about the
5 future of our healthcare system in the state. And I
6 just wanted to echo Richard's comments.

7 I know the mayor of Greenwood is a personal
8 friend of mine that I've worked with over the years,
9 and I know how concerned they are about the status
10 of their hospital. It's not just theirs; it's
11 others.

12 There's been talk of everything from ARPA
13 funding, to possible Medicaid expansion. That's
14 going to be a policy question for the legislature to
15 decide. But, obviously, there is a revenue issue
16 there, as Richard pointed out, and I know we all
17 care about that issue, and, obviously, we're
18 intertwined together with the hospitals. So we will
19 continue to try to be supportive in any way we can.

20 Ms. Malone mentioned capitol day for the
21 Nursing Association. The Board of Nursing's capitol
22 day is January the 11, 2023, 1:30 to 4:30 P.M.
23 Phyllis, we have a 1:00 P.M. setup, but it goes from
24 1:30 to 4:30.

25 I think this is going to work very well,

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1 He answered the phone. I said, "How are you
2 doing?"

3 He said, "Well, it's good. It's nice in
4 Hawaii." He's at a conference with another senator
5 and their wives, and I felt kind of bad I
6 interrupted him in Hawaii. But I thought, well, he
7 took my call, so I appreciated that.

8 But he's been really good. So if y'all talk
9 to Senator Blackwell, Senator Bryan, Chairman Mims
10 -- I've had some discussions with him on some other
11 legislation as well.

12 In fact, I'll go ahead and mention that the
13 income tax credit for preceptors, APRN preceptors, I
14 think our executive director, Ms. Johnson, had sent
15 y'all something out a couple of months ago. I
16 haven't seen the final version but you remember you
17 could do up to 10 rotations per year, and it was
18 \$375 tax credit per rotation shift for the first
19 three. Four through ten it went to \$750 per
20 rotation tax credit. That could add up -- that
21 could add up pretty good.

22 Now, I will say - and, Phyllis, correct me
23 if I'm wrong - I think it said in there that that's
24 for the preceptors that are not being compensated,
25 you know, for -- you know, additionally. That would

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1 be their kind of bonus or reward for doing that.
2 But if you add all of those -- if you added several
3 of those sessions up, it would be a nice tax credit.
4 That's what Chairman Mims reached out to me back a
5 couple of months ago, and he wanted our input.

6 We had a conference call with our head of
7 APRNs here, and, of course, our executive director
8 and Ms. Montgomery, and we had, I thought, a very
9 good discussion.

10 We got feedback from you, Members, and
11 Ms. Johnson got me that information, and I sent that
12 back to Chairman Mims, the chairman of the Public
13 Health in the House. So it's good to have a
14 dialogue and to have the input. So I wanted you to
15 be aware of that as well.

16 I mentioned full practice.

17 The last thing I want to mention to you is
18 you remember there was -- we were given a heads-up a
19 while back, honestly, and you have discussed this as
20 well, about tweaking the composition of the board.
21 And I've had some discussions with Senator
22 Blackwell. Actually, in this meeting we had on full
23 practice authority, this issue came up as well.

24 And I also want to be very clear, taking
25 into account also input from the board members

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1 a Tuesday. So, you know, we laugh among lobbyists,
2 and Richard knows what I'm talking about. We can't
3 have a very big New Year's Day or New Year's Eve.
4 We have to be ready early.

5 Any questions?

6 MS. MONTGOMERY: Trey, appropriations.

7 MR. BOBINGER: Oh, yes. We will be
8 appearing before the House and Senate subcommittee
9 on appropriations. And I want to thank personally
10 Shan Montgomery, who does an excellent job on
11 formulating our budget numbers.

12 I walk in those meetings between Ms. Johnson
13 and Ms. Montgomery, I don't worry about anybody
14 tripping us up on our numbers because they are
15 solid; they're accurate; they can be verified. And
16 that makes it real comfortable.

17 Richard knows what I'm talking about. I've
18 sat in some of those things where somebody gets
19 asked about a line item, and they're digging around
20 in their paperwork and stumbling and stuttering. We
21 don't have that problem, so I appreciate that, Shan.

22 And we will be asking for a couple of
23 additional things in funding to meet our needs.

24 One thing that came up, while we're talking
25 about funding, is the Office of Nursing Workforce,

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1 through Phyllis and Shan and the staff, I think we
2 came out with something that, you know, folks seem
3 to be comfortable with.

4 What we're looking at is the tweak would put
5 -- we would put a CRNA on the board -- "we," the
6 legislature. The bill would require a CRNA in the
7 board in place of the physician on the board, and
8 that would be, at this point, the only change.

9 Now, you guys understand the legislative
10 process on any bill. You can have amendments,
11 deletions, but we left the meeting -- I also have
12 since got a draft of the bill, and that is the way
13 it is written in the draft, so that's encouraging, I
14 think.

15 Because there were some other ideas and
16 things, as y'all know, thrown out previously that
17 brought some concern, I think, to the board and the
18 staff. But I appreciate the legislators and Senator
19 Blackwell working with us on that.

20 So at this time, I'll answer any questions,
21 but those are some of the issues we're looking at.

22 MR. ADAMS: Anything for Trey?

23 MR. BOBINGER: The last thing I'll say
24 if there's not a question. Just so you know, the
25 session begins at noon on January the 3rd, which is

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1 nurse workforce training. In regards to that income
2 tax credit, that office of workforce training would
3 have to certify those preceptor programs. So we
4 posed to Chairman Mims we might need, correct, a
5 little additional funding or something because it
6 may increase some work, and I think it would if that
7 law is passed.

8 So those are the kinds of things. Also on a
9 couple of other funding issues that we may seek some
10 additional funding. But that's a critical part of
11 what we do. And we've got to have a well-funded
12 agency to carry out the duties and responsibilities
13 of the Mississippi Board of Nursing.

14 Any other questions?

15 MR. ADAMS: Thank you, Trey.

16 MR. BOBINGER: Thank y'all very much.
17 Appreciate it.

18 MR. ADAMS: Office of Nursing Workforce,
19 Dr. Burks.

20 DR. BURKS: Good morning. Mr. Chairman,
21 I have several items to bring forward to the board.
22 First is the program request from Northwest
23 Mississippi Community College. They are requesting
24 to move their part-time day program from the DeSoto
25 campus to the Senatobia campus.

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1 Currently, they have four locations. That
2 part-time day program is unique. It is the first
3 time that they're offering this. And the
4 administration of the school is in support, and
5 they've provided them with ample space to actually
6 have it on this campus.
7 Their anticipated enrollment is 15 students.
8 They're proposing to start August 2023.
9 There would be no changes in their
10 curriculum or the enrollment as it is with the
11 current campus.
12 Also, their licensure passage rate for the
13 last three years has been 91 -- it's 91.43 percent.
14 They are above state as well as national level.
15 They also have 11 clinical sites. And this
16 part-time day program is supported, and that support
17 has been advertised through their advisory council
18 as well as their clinical partnerships.
19 And so my recommendation is that Northwest,
20 they be given permission to move their part-time day
21 program from the DeSoto campus to the Senatobia
22 campus.
23 Do you want me to continue?
24 DR. STEWART: May we take these one at a
25 time?

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1 MR. ADAMS: Absolutely.
2 DR. STEWART: Just discussion. Are you
3 okay with that?
4 DR. BURKS: Yes.
5 MR. ADAMS: Do you have any questions?
6 DR. STEWART: Well, I'm curious as to
7 why they want to move.
8 DR. BURKS: They're moving that day
9 program. Currently, they have a night program, a
10 night part-time program.
11 And so when they went back and they started
12 looking, they were placing it on that campus
13 actually because they did not have the space on the
14 Senatobia campus.
15 DR. STEWART: Okay.
16 DR. BURKS: And so the president met
17 with the administration, and he made it happen. He
18 gave them the space that they needed. So that's why
19 I was like they have the administrative support for
20 this program.
21 DR. STEWART: Okay, thank you.
22 MR. ADAMS: We do need a motion. So the
23 recommendation is recommended that Northwest
24 Mississippi Community College be given permission to
25 move part-time day program from DeSoto campus to the

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1 Senatobia campus.
2 MR. CUMMINS: I make the motion.
3 DR. STEWART: I'll second it.
4 MR. ADAMS: A motion and a second.
5 All in favor?
6 BOARD MEMBERS: Aye.
7 MR. ADAMS: Motion passes.
8 DR. BURKS: The second is from Blue
9 Cliff College. They resubmitted their declaration
10 of intent for establishing a new program in
11 Gulfport, Mississippi. In their past submission of
12 the declaration, they were actually missing some
13 components. At this time, they have satisfied those
14 components.
15 They submitted their advisory committee, and
16 on their advisory committee, they provided proof of
17 input from the current PN educators. One was a PN
18 educator. The other was a PN administrator.
19 They also provided up-to-date registration
20 and the permits from the Mississippi Office of --
21 Mississippi Community College Board Office of
22 Proprietary Schools. They provided proof of an
23 unencumbered accreditation, and that agency is
24 recognized by the United States Department of
25 Education.

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1 They have a nursing consultant. That
2 nursing consultant is Dr. Tomekia Luckett. She has
3 served as an instructor in a practical nursing
4 program. She also served as a director of a
5 practical nursing program. So she's well-versed in
6 the practical nursing program and the standards.
7 And they also provided surveys from the
8 healthcare facilities in that area, that included a
9 number of LPN vacancies, the average daily census,
10 and also those establishments' willingness to serve
11 as clinical resources for the prospective program.
12 My recommendation as -- because they have
13 supplied and they resubmitted the documents, that
14 they be allowed the opportunity to proceed to stage
15 II, which is to qualify for initial accreditation.
16 In addition, if they are given the
17 opportunity to proceed, it is recommended that Blue
18 Cliff College nursing administrator be required to
19 meet with the board director of PN education prior
20 to going into that second step just for
21 clarification and make sure they understand what is
22 required of them in stage II.
23 MR. ADAMS: We have a recommendation.
24 Any questions?
25 MR. CUMMINS: I make a motion that we

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1 proceed.
2 MR. ADAMS: Motion by Jeremy.
3 DR. STEWART: Second.
4 MR. ADAMS: All in favor?
5 BOARD MEMBERS: Aye.
6 MR. ADAMS: Motion passes.
7 DR. BURKS: I just have some updates
8 that I would like to share with you all.
9 East Central Community College, they were
10 able to increase their enrollment to 40 students for
11 the fall of '22. They previously had been admitting
12 30 students, but when they went back and reviewed
13 their information and the students that met their
14 admission criteria, they noticed that each year from
15 2020 they had more than 40 students.
16 So they were able to increase that
17 enrollment, and they've been excited about that.
18 And those students have done well this first
19 semester.
20 Mississippi Gulf Coast College
21 apprenticeship program is up and doing well, and
22 they are appreciative to the board. That program is
23 the first in the state, and it was because of you
24 all on the board of directors that this program is
25 in existence.

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1 They have a partnership with Singing River,
2 and I met with them a few weeks ago. And now other
3 healthcare facilities in the area, they're also
4 interested in creating a partnership with
5 Mississippi Gulf Coast similar to what they're doing
6 at Singing River.
7 And also with these new students, these
8 students are actually employed by Singing River.
9 They are full-time employees. And then Singing
10 River is paying for them to be in this program.
11 These students, they took what is called the
12 ATI comp predictor because they wanted to see - at
13 this point, they've been in the program two
14 semesters - where are they. And all of these
15 students scored 80 percent or higher on this comp
16 predictor, which is amazing because this is a
17 third-party exam, and many of the schools give it
18 just to allow the students to know where they are
19 and their opportunity or possibility of them passing
20 the program, and as well as passing NCLEX.
21 So as it stands, these students are doing
22 extremely well in this apprenticeship program.
23 And I also have an additional update.
24 Yesterday East Mississippi in Scooba and Co-Lin in
25 Natchez, Mississippi, they had their pinning

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1 ceremonies.
2 Both schools, prior to January 2022, they
3 had been closed for more than five years, and both
4 have been granted permission to re-establish their
5 programs, again, under the purview of the board.
6 These two programs, they're well-supported
7 by their school administration, as well as their
8 community.
9 And yesterday, they had their first pinning
10 after being re-established. So we commend them for
11 that.
12 Co-Lin program was a little bit different
13 because they had developed a partnership with their
14 high school academy in January of 2022. So Co-Lin
15 had two students that were actually high school
16 students, and they're also in the practical nursing
17 program, and they were pinned yesterday. They
18 completed the programs.
19 And so both programs, they are appreciative
20 and they are grateful for the board for the
21 opportunity for them to have re-established their
22 programs.
23 The next thing I have is the annual report.
24 All the PN programs in the state, they participated
25 in the annual report. That data is currently being

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1 analyzed, and we will have a report spring of 2023.
2 And the last thing I have also is this week,
3 the PN standards were presented to OLRC, and they
4 were approved with some amendments, such as
5 typographical errors.
6 That is the end of my report.
7 MR. ADAMS: Any questions for Dr. Burks?
8 That's great news. Thank you and great
9 presentation, Dr. Burks, as always.
10 MR. CUMMINS: Good job, Dr. Burks.
11 DR. STEWART: Thank you.
12 MR. ADAMS: Thank you.
13 DR. JOHNSON: Mr. Chairman, if I may.
14 MR. ADAMS: Yes, ma'am.
15 DR. JOHNSON: Dr. Burks and I have been
16 so excited this week.
17 MR. ADAMS: You can see it.
18 DR. JOHNSON: It's such a reflection on
19 your leadership, the board, because without your
20 leadership and approval, none of this could have
21 taken place. Since the PN program has come under
22 our jurisdiction, you all have done a tremendous
23 job, and our chest is stuck out so far we bump into
24 every wall.
25 And the schools are equally excited. They

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1 reached out. They wanted, you know, us to be there,
2 and Dr. Burks did attend. She makes an effort to
3 attend when we're solicited by the schools because
4 we think it's so important to be there to represent
5 the board.
6 So thank you all for all that you do.
7 MS. MONTGOMERY: Dr. Johnson, if I may.
8 MR. ADAMS: Yes, ma'am.
9 MS. MONTGOMERY: I will also have to add
10 to Dr. Burks' OLRC meeting. The governor said, when
11 Dr. Burks finished presenting, "Outstanding." He
12 said, "Outstanding."
13 MR. ADAMS: Great job, Dr. Burks. We're
14 very appreciative of you.
15 Moving on to board business.
16 You have board business meetings from
17 October 7th, 2022. You've had an opportunity to
18 review those minutes. Can I --
19 MR. SHAW: Motion to accept.
20 MR. ADAMS: Got a motion.
21 MR. CUMMINS: Second.
22 MR. ADAMS: And a second. All in favor?
23 BOARD MEMBERS: Aye.
24 MR. ADAMS: Any opposed?
25 (No verbal response.)

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1 MR. ADAMS: Hearing panel minutes for
2 July of 2022.
3 MR. SHAW: Motion.
4 MR. ADAMS: Make a motion.
5 MR. CUMMINS: Second.
6 MR. ADAMS: And a second.
7 All in favor?
8 BOARD MEMBERS: Aye.
9 MR. ADAMS: Any opposed?
10 (No verbal response.)
11 MR. ADAMS: Agreed settlement proposal
12 minutes - July 2022.
13 MS. CULPEPPER: Motion.
14 MR. ADAMS: Make a motion by Ms. Sandra.
15 MR. CUMMINS: Second.
16 MR. ADAMS: Second by Jeremy.
17 All in favor?
18 BOARD MEMBERS: Aye.
19 MR. ADAMS: Waive reading of names of
20 motions. Can I have a motion?
21 MS. CULPEPPER: I will make the motion.
22 MR. ADAMS: Make a motion by
23 Ms. Culpepper.
24 MR. CUMMINS: Second.
25 MR. ADAMS: Second by Jeremy.

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1 All in favor?
2 BOARD MEMBERS: Aye.
3 MR. ADAMS: Any opposed?
4 (No verbal response.)
5 MR. ADAMS: Future meetings: Agreed
6 settlement proposals is scheduled for February the
7 6th, 2023. Disciplinary hearing scheduled for
8 February 7th, 8th, and 9th, of 2023 at 8:30, and our
9 board business meeting will be February 10th, 2023,
10 at 11:05 A.M.
11 The board panel for those hearings will be
12 Laura Moore, Sandra Culpepper, Mary Stewart, and
13 Jeremy Cummins.
14 Executive director's report.
15 DR. JOHNSON: Good morning, Members of
16 the Board. Happy Holidays and hopefully you've
17 received your happy, but we have some additional
18 happies that we want to present to you that just
19 arrived. So this is just another added incentive of
20 our appreciation for all that you do. Vanessa will
21 pass those out.
22 But I also wanted to acknowledge our past
23 board member, past-immediate board member,
24 Ms. Shirley Jackson, who is in the audience. I
25 think she's still here today. As you recall, we

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1 gave Ms. Jackson a plaque during the last board
2 meeting, but you see she's still here supporting the
3 board, and we are so happy to have her and also
4 wanted to include her in our little happies today.
5 So thank you all for all that you do.
6 While Vanessa is passing out that, I will,
7 for time's sake, proceed with my report.
8 The board of director's retreat, you already
9 know is January the 10th through 11th of 2023, at
10 the Westin. The reception will be held on January
11 the 9th.
12 Dr. Stephanie Ferguson will be presenting on
13 board governance during the retreat. The Board of
14 Nursing capitol day is scheduled for January 11th,
15 2023, as Trey has stated, from 1:30 to 4:30 P.M.
16 with setup beginning at 1:00 o'clock P.M.
17 NCSBN's mid-year meeting is March 28th
18 through the 30th, 2023, in Seattle, Washington.
19 Again, I know I've heard from one board member that
20 is anticipating attending that meeting. So if there
21 are other board members that are interested in
22 attending, please submit your request to me via
23 e-mail as soon as possible so that we can make sure
24 our budget will meet those requirements and also to
25 get you the information.

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1 New board member, we have a new board member
2 that is an LPN -- will be an LPN representative on
3 the board. That's Ms. Carly - and I hope I
4 pronounce her middle name correct - Tigrett Walker
5 from Madison, Mississippi. She was unable to be at
6 the meeting today due to a prior scheduling
7 conflict. However, we will provide board
8 orientation during the February meeting, and she
9 will be able to attend the retreat in January. So
10 hopefully you'll get a chance to meet her during
11 that time.

12 We also have a new ONW director, Ms. Lauren
13 Terry. Is Ms. Terry in the room? If you will
14 stand. Ms. Lauren Terry started with us on November
15 15th, 2022. She comes to us from Louisiana. She
16 has a master's in healthcare administration from the
17 University of Mississippi Medical Center, as well as
18 her undergraduate degree there.

19 So she brings with her a wealth of
20 knowledge. We're excited about having her, and we'd
21 just like to welcome her to the Board of Nursing.

22 You already heard from Trey about our
23 appropriations hearings. We will be doing those in
24 person. We always request to do a hearing in
25 person, and at this point, I am awaiting the

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1 scheduling. Once the scheduling is received from
2 the offices, then I will send an e-mail to the board
3 members. I highly encourage you to participate and
4 attend those meetings if you've not done so in the
5 past. So as soon as I get that information for
6 scheduling purposes, I will get that out to you as
7 soon as possible.

8 I wanted to also let you know that the NCSBN
9 Board of Directors met on December 6th, 2022,
10 and upheld the current passing standards for the
11 NCLEX-RN and the NCLEX-PN examinations when the Next
12 Generation NCLEX is launched on April 1st, 2023.

13 The Next Generation NCLEX, as you are aware,
14 is an enhancement of the current examinations and
15 places more emphasis on the measurement of a
16 candidate's nursing clinical judgment.

17 Multiple sources of information were used by
18 the Board of Directors of NCSBN to guide the
19 evaluation and discussion of the passing standard.
20 This process is very strenuous, and it involved the
21 convening of expert panels of nurses representing
22 the four geographic areas of NCSBN and Canada.

23 A criterion-reference standard setting
24 procedure was performed by the panels, and their
25 findings supported retaining the current passing

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1 standard. The results of national surveys of
2 nursing professionals was also considered in this
3 process.

4 The NCSBN Board of Directors evaluates the
5 passing standard for the NCLEX exams every three
6 years to protect the public by ensuring minimal
7 competency for entry-level nurses. This action is
8 in accordance with the motion that was adopted in
9 1989 by the NCSBN Delegate Assembly.

10 So I wanted you all to be aware of that. A
11 lot of hard work went in to that, and there were
12 some members from our board that actually served on
13 some of those panels. And it's evidence based, so
14 they got the information. I know Sandra was one of
15 the ones, and I think Shan participated on some of
16 that information. So a lot goes into that.

17 So additionally, this is renewal year for
18 our RNs. And before I came into the meeting, I
19 asked, "Where are we with our renewals of RNs?"

20 Right now 25,630 as of today have renewed.
21 So there's about 30,000 plus RNs out there that have
22 not renewed their license yet. Today is December
23 9th. December 31st at midnight if those nurses have
24 not renewed, they will not be able to work on
25 January 1.

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1 So hopefully we can get the word out. We
2 are sending out notifications. It is imperative
3 also if they have e-Notify - that's why we encourage
4 nurses to enroll in e-Notify, which is through
5 Nursys NCSBN. It does not cost them anything to do
6 that, and that is another notification that reminds
7 them of their renewal.

8 Hospital facilities can also enroll in
9 e-Notify. I think it's a minimal cost to them;
10 however, they will also get notification if they
11 have an RN working in their facility that has not
12 renewed, to remind them you have a staff member that
13 has not renewed. So it's very important that they
14 try to service e-Notify if at all possible.

15 We will be sending out an additional e-mail
16 blast. We do it -- it's on a rotational basis
17 during the renewal process, but we will be sending
18 out another one within the next week to remind RNs
19 that they have until December 31st to renew their
20 license.

21 Additionally, again, I would like to thank
22 the Mississippi Hospital Association and Richard
23 Roberson and Tim Moore, the executive director, who
24 could not be here today due to a conflict. But they
25 are very appreciative of the board reaching out, and

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1 we look forward to working with them on those issues
2 that were discussed earlier.

3 The last thing I would like to say is that I
4 did have a publication in the Journal of Nursing
5 Regulation. I was published in the Journal of
6 Nursing Regulation. I worked with Dr. David Benton
7 and several other EOs in the United States on an
8 issue, and I think it's -- you have it in your
9 packet, so I was very pleased about that.

10 It's dealing -- it's a lot of hard work that
11 goes into that and being an editor of some of that
12 stuff is very, very difficult and time-consuming,
13 but I think it will enhance the regulatory process.
14 Is what we're trying to do is streamline the process
15 and enhance the process of the regulatory boards
16 across the nation and internationally. So hopefully
17 this will shed some light on that.

18 Additionally, I would like to report that my
19 capstone was published also in the Association of
20 Black Nursing Faculty Foundation Journal in
21 September of 2022, and that capstone dealt with a
22 policy change here at the board, which you
23 graciously, you know, gave me permission to do, and
24 so I appreciate that and thank you for that.

25 And with that, that's all that I have,

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1 Mr. Chairman.

2 MR. ADAMS: Thank you, Dr. Johnson. Any
3 questions for Dr. Johnson?

4 Moving on to the executive committee report.
5 First, I want to say thank you to the hearing panel
6 this week. We did add a day of hearings to try to
7 catch ourselves up. I believe we have an additional
8 day added in February as well. I also want to thank
9 the staff this week. Things went very smoothly. We
10 had a lot of cases, and I'm very appreciative. I
11 participated as well, Ms. Nancy Norris-Johnson,
12 Ms. Laura Moore, and Mr. Jeremy Cummins. So thank
13 you to the staff because Deanne, Andrew, all the
14 staff members did a great job. Thank you very much.

15 From executive committee, I don't have
16 anything else to bring forward. We do, as mentioned
17 by Trey and Dr. Johnson, board retreat, January 9th
18 and 10th, and then capitol day, January 11th.

19 Compliance committee - Laura Moore.

20 MS. MOORE: We have three motions to
21 bring forward.

22 I move that the board adopt the compliance
23 committee's recommendation to deny the affidavit and
24 formal reprimand issued against licensee P-326161.
25 Licensee's compliance filed shall be referred for a

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1 show-cause hearing for noncompliance.

2 I move that the board adopt the compliance
3 committee's recommendation that the following
4 affidavits, formal reprimands be accepted for
5 ratification: Lorraine Gaddis, R-741224.

6 And last, I move that the board adopts the
7 compliance committee's recommendation to deny
8 licensee R-873798's request to entirely remove
9 certain restrictions currently placed upon his
10 license by the board's final order of August 26th,
11 2022. Due to extenuating circumstances surrounding
12 employment of Respondent, the board's compliance
13 committee does hereby order that Respondent's
14 indirect supervision conditions be amended as
15 approved by the compliance committee.

16 MR. ADAMS: Brought forward by
17 compliance committee.

18 MR. CUMMINS: Second.

19 MR. ADAMS: Second by Mr. Cummins.

20 All in favor?

21 BOARD MEMBERS: Aye.

22 MR. ADAMS: Any opposed?

23 (No verbal response.)

24 MR. ADAMS: Thank you, Laura.

25 Advanced practice committee: Dr. King.

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1 DR. KING: Thank you, Mr. Chairman. We
2 do have a couple of things to bring forward to the
3 board that are recommendations and motions to
4 approve special privileges for -- with the
5 appropriate education, training, competency
6 validation for PRP, O-shots, P-shots, and endovenous
7 ablations. And if there is any questions or
8 discussions about that, Dr. Cagle or Dr. Johnson,
9 since they are in person, would, I'm sure, be happy
10 to discuss those if needed, but that is the motion
11 that is brought forward through advanced practice.

12 MR. ADAMS: Any questions?

13 I have a motion. Can we get a second?

14 MR. SHAW: Second.

15 MR. ADAMS: Second by Alton.

16 All in favor?

17 BOARD MEMBERS: Aye.

18 MR. ADAMS: Any opposed?

19 (No verbal response.)

20 MR. ADAMS: Thank you, Dr. King.

21 DR. KING: I do have one other thing
22 just to bring forward for discussion purposes that
23 we met in the APC committee just so the board is
24 aware that we did have some denials of special
25 privileges. And those two denials include the

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1 occipital nerve block for migraines and lethal
2 injections in the correctional facility is the
3 recommendation for advanced practice to deny those
4 special privileges.
5 MR. ADAMS: Thank you, Dr. King.
6 DR. KING: Thank you.
7 MR. ADAMS: Moving forward. Practice
8 committee: Mary.
9 DR. STEWART: We have no report.
10 MR. ADAMS: Thank you, Mary.
11 Administrative code: Dr. King.
12 DR. KING: Thank you, Mr. Chairman.
13 Administrative code committee did meet on
14 11/10/2022 at 3:30, and I believe it has been
15 distributed by Ms. Saltzman in your packet for the
16 Rule 1.3 regarding monitored practice hours in which
17 their recommendation of that amended rule is -- that
18 is the motion that we would like to bring forward to
19 the full board, and it should be in your packet and
20 should have been distributed for review for the full
21 board prior to this meeting.
22 MR. SHAW: I second the motion.
23 MR. ADAMS: Got a motion. Second by
24 Alton.
25 All in favor?

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1 BOARD MEMBERS: Aye.
2 MR. ADAMS: Any opposed?
3 (No verbal response.)
4 MR. ADAMS: Thank you, Dr. King.
5 Anything further?
6 DR. KING: No, sir. Just a note we will
7 be meeting for the additional top priorities that
8 you and the rest of the board has identified as
9 priorities. We will be meeting those and bringing
10 things forward pretty quickly over 2023.
11 MR. ADAMS: Great. Thank you, Dr. King,
12 for all of your hard work.
13 Finance committee: Jeremy.
14 MR. CUMMINS: All right. You've got
15 your finance information in your packets there.
16 Several expenditures as of October 31st are a little
17 higher this year than they were this time last year.
18 The exception of that category would be services,
19 which would include our contracts, which is about
20 \$30,000 lower.
21 Salary expenses are higher this year than
22 the prior year. We had a creation of new positions.
23 We also had a salary increase due to the SEC 2
24 increases for a majority of the board positions. So
25 that would be the reason for that.

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1 Compared to the fiscal year '22, travel is
2 up by about \$32,000. This is due to the COVID
3 restrictions being lifted. Also mileage rates were
4 increased to .625 per mile.
5 Total commodity expenses are higher due to
6 distance learning grants that were awarded to Howard
7 Industries. That was through a grant, but we did
8 have to hire a consultant, and that \$24,000 came out
9 of the board's budget for that consultant expense.
10 Total expenses are lower overall than last
11 year. The agency has only expended or obligated
12 about 35.37 percent of its budget. Last year this
13 time, we had expended 39.91 percent.
14 Our executive director raise was submitted
15 and approved by the State Personnel Board. So we
16 did make some groundwork with that. Hopefully, in
17 this next budget cycle, we'll be able to get her up
18 to what the board originally asked for. That will
19 be at least what we attempt to do.
20 As far as revenue, year to date we've
21 collected 1.962 million. In September we collected
22 \$834,380. October revenue collected was \$879,770.
23 Renewal fees for September and October were
24 higher than '22. That would be comparing not
25 RN-to-RN renewals but RN-to-LFN renewals. So they

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1 were a little bit higher.
2 We do expect to have an increase with the
3 renewals, but currently -- right before we came in,
4 Shan and Dr. King and myself did a little
5 calculation, I guess you would say. Currently,
6 we've got about 36.3 percent of RNs that have not
7 renewed as of today. So we've got a little ways to
8 go, and we should see some increased revenue coming
9 in, but that is just a little more detailed
10 breakdown there.
11 Currently, the board has 5.1 million dollars
12 in available cash. This cash is sufficient to meet
13 all operational expenses.
14 That's my report.
15 MR. ADAMS: Thank you, Mr. Cummins. Any
16 questions for Mr. Cummins?
17 Office of Nursing Workforce: Ms Culpepper.
18 MS. CULPEPPER: We have nothing to bring
19 forward.
20 MR. ADAMS: Thank you. We do have a few
21 items for executive session. So I'd like to make a
22 motion to go into executive session.
23 MR. SHAW: I make a motion we go into
24 closed session to determine if executive session is
25 necessary.

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1 MR. CUMMINS: Second.
2 MR. ADAMS: All in favor?
3 BOARD MEMBERS: Aye.
4 DR. STEWART: Do we need to approve the
5 finance report?
6 MR. ADAMS: Yes, we do.
7 MR. CUMMINS: I put that in the form of
8 a motion to approve the finance report.
9 MR. SHAW: Second. I second it.
10 MR. ADAMS: Second. Motion and a
11 second.
12 DR. STEWART: To approve the finance
13 report?
14 MR. ADAMS: Yes.
15 All in favor?
16 BOARD MEMBERS: Aye.
17 MR. ADAMS: Any opposed?
18 (No verbal response.)
19 MR. ADAMS: We'll move into executive
20 session.
21 (Board exits to executive session at
22 12:06 P.M.)
23 (Proceeding resumes on the record at
24 12:27 P.M.)
25 MR. ADAMS: We're back live. During

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1 CERTIFICATE OF COURT REPORTER
2 I, CYNTHIA HARRIS, Court Reporter and Notary
3 Public, in and for the County of Scott, State of
4 Mississippi, do hereby certify:
5 That the foregoing pages contain a full,
6 true, and correct transcription of all the
7 proceedings taken by me at the time and place
8 heretofore stated;
9 That I am not kin or in anywise associated
10 with any of the parties to said cause of action or
11 their counsel, and that I am not financially
12 interested in the action.
13 IN WITNESS WHEREOF, I have hereunto set my
14 hand and seal, this the 21st day of December, 2022.
15
16
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22 CYNTHIA HARRIS, RER, CCR 1828
23
24
25 MY COMMISSION EXPIRES: - DECEMBER 10TH, 2025

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1 executive session, there was no action taken. I
2 would like to entertain a motion to adjourn.
3 MS. CULPEPPER: I make a motion.
4 MR. ADAMS: Make a motion - Sandra.
5 MR. CUMMINS: Second.
6 MR. ADAMS: Second by Jeremy.
7 All in favor?
8 BOARD MEMBERS: Aye.
9 (Whereupon, the above-entitled
10 proceeding concluded at 12:27 P.M.)
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MISSISSIPPI BOARD OF NURSING

MOTION # 6

I move that Hearing Panel Minutes

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 7

I move that Agreed Settlement Proposals, Min.

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Nancy
MOTION SECONDED BY
2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 8

I move that Waive Reading of names on motions

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

Jeremy
MOTION MADE BY
Dacey
MOTION SECONDED BY

DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 90

I move that Compliance Committee recommendation
be accepted

Members	Favor	Oppose	Abstain
Adams, T. J.			
Clanton, Janie			
Collins, Jan			
Culpepper, Sandra			
Cummins, Jeremy			
Gentry, Lacey			
Johnson, Nancy			
King, Melissa			
Moore, Laura			
Owens, Michelle			
Shaw, Alton			
Stewart, Mary			
Walker, Carly			

Laura
MOTION MADE BY

Jeremy
MOTION SECONDED BY

2/10/23
DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

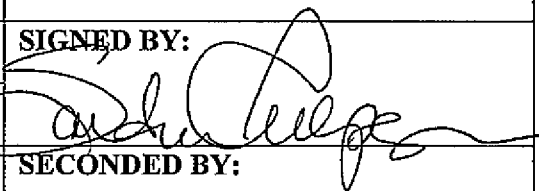

MOTION FAILED

MISSISSIPPI BOARD OF NURSING

MOTION # 10

I move that the Board adopt the Compliance Committee's recommendation that the following affidavits/formal reprimands be accepted for ratification.

Name	License	Date
(1) Paul Block	R893398	01/30/2023

Favor Oppose Abstain Absent	Favor Oppose Abstain Absent	MOTION #:
Adams <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Moore <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	DATE: <div align="center">2/10/23</div>
Clanton <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Norris-Johnson <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Collins <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Owens <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Culpepper <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Shaw <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	SIGNED BY: 
Cummins <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Stewart <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
Gentry <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Walker <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	SECONDED BY: 
Jackson <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
King <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	PASS <input checked="" type="checkbox"/> FAIL <input type="checkbox"/>	

MISSISSIPPI BOARD OF NURSING.

MOTION # 11

I move that Finance Committee report be
accepted

Members	Favor	Oppose	Abstain
Adams, T. J.	/		
Clanton, Janie	/		
Collins, Jan	/		
Culpepper, Sandra	/		
Cummins, Jeremy	/		
Gentry, Lacey	/		
Johnson, Nancy	/		
King, Melissa	/		
Moore, Laura	/		
Owens, Michelle	/		
Shaw, Alton	/		
Stewart, Mary	/		
Walker, Carly	/		

TJ
MOTION MADE BY
Sandra
MOTION SECONDED BY

DATE

FAVOR

OPPOSE

ABSTAIN

MOTION PASSED

MOTION FAILED

MISSISSIPPI BOARD OF NURSING**MOTION #** 12**I move that** adjourn Business Meeting

Members	Favor	Oppose	Abstain
Adams, T. J.			
Clanton, Janie			
Collins, Jan			
Culpepper, Sandra			
Cummins, Jeremy			
Gentry, Lacey			
Johnson, Nancy			
King, Melissa			
Moore, Laura			
Owens, Michelle			
Shaw, Alton			
Stewart, Mary			
Walker, Carly			

Jeremy
MOTION MADE BY
Sandra
MOTION SECONDED BY

DATE
FAVOR
OPPOSE
ABSTAIN
MOTION PASSED
MOTION FAILED



Business Meeting Agenda

February 10, 2023, 11:05 a.m.

1. Call to Order
 - 1.1 Declaration of Quorum
 - 1.2 Approval of Agenda **(Motion)**
2. Open Forum
 - 2.1 Legislation
3. Office of Nursing Workforce
 - 3.1 Practical Nursing Education, Dr. Priscilla Burks, Director
4. BOARD BUSINESS
 - 4.1 Business Meeting Minutes December 9, 2022 **(Motion)**
 - 4.2 Hearing Panel Minutes: October 2022 **(Motion)**
 - 4.3 Agreed Settlement Proposals Minutes: October 2022 **(Motion)**
 - 4.3 Waive Reading of Names on Motions **(Motion)**
 - 4.4 Future meetings:
 - Agreed Settlement Proposals April 11, 2023
 - Disciplinary Hearings: April 12 & 13, 2023 at 8:30 am
 - Business Meeting: April 14, 2023 at 11:05 am
 - Panel: Sandra Culpepper, Mary Stewart, Melissa King and Jeremy Cummins
5. Executive Director's Report
6. Committee Reports
 - 6.1 Executive Committee
 - 6.2 Other Board Business
 - 6.3 Compliance Committee – Laura Moore, Chair
 - 6.3.1 Affidavits **(Motion)**
 - 6.4 Advanced Practice Committee – Melissa King, Chair
 - 6.4.1 APRN **(Motion)**
 - 6.5 Practice Committee – Mary Stewart, Chair
 - 6.5.1 Business **(Motion)**
 - 6.6 Administrative Code Ad Hoc Committee – Melissa King, Chair
 - 6.6.1 Business **(Motion)**
 - 6.7 Finance Committee – Jeremy Cummins, Chair
 - 6.7.1 Business **(Motion)**
 - 6.8 Office of Nursing Workforce Advisory Committee-Sandra Culpepper, Chair
 - 6.8.1 Business **(Motion)**
7. ADJOURN
8. FULL BOARD APPEAL: Kelli Foster



Mississippi Board of Nursing

713 S. Pear Orchard Rd., Plaza II, Suite 300, Ridgeland, MS 39157

Practical Nursing Education Programs Summary of Annual Reports July 1, 2021 through June 30, 2022

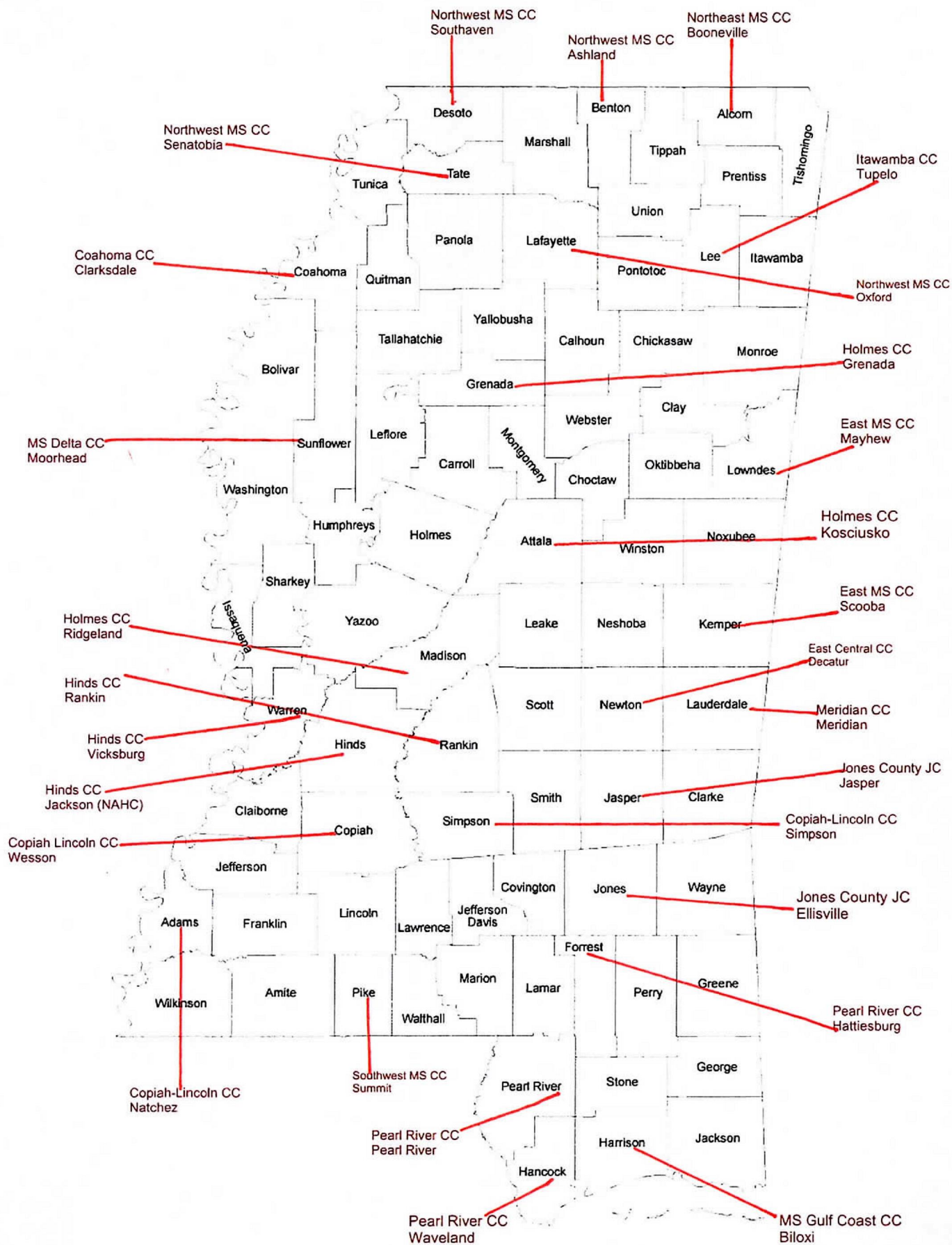
As of July 1, 2019, the Practical Nursing Programs in Mississippi is regulated by the Mississippi Board of Nursing (MSBN). The MSBN establishes the rules and regulations and promulgate uniform standards for the accreditation of schools of practical nursing in the state insofar as concerns the eligibility of graduates of schools to take the examination to become licensed practical nurses. Although there are fifteen (15) Practical Nursing Program in the (15) public community colleges in Mississippi, several colleges have multiple program sites. These programs prepare graduates to be eligible to take the National Council Licensure Examination for Practical Nurses (NCLEX-PN®).

The Practical Nursing Programs are required to submit an Annual Report to MSBN in accordance with the Practical Nursing State Accreditation Standards. The report includes data about nursing programs, the students, and faculty from the time period of July 1, 2021 through June 30, 2022. In addition, MSBN collaborated with the National Council of State Boards of Nursing (NCSBN) to gather additional data about Mississippi PN pre-licensure programs.

Scope of Practice: The practical nursing program prepares the individual to assist in providing general nursing care requiring basic knowledge of the biological, physical, behavioral, psychological and sociological sciences, and of nursing procedures which do not require the substantial skills, judgment, and knowledge of a registered nurse. This care is performed under the direction of a registered nurse, advanced practice registered nurse, licensed physician, or dentist.

Length and Type of Curriculum: The practical nursing program is located in 15 community colleges and is a 12-month certificate program. Several sites offer part-time or hybrid programs, which are 18-month programs. Successful completion of the program allows the graduate to apply for LPN licensure.

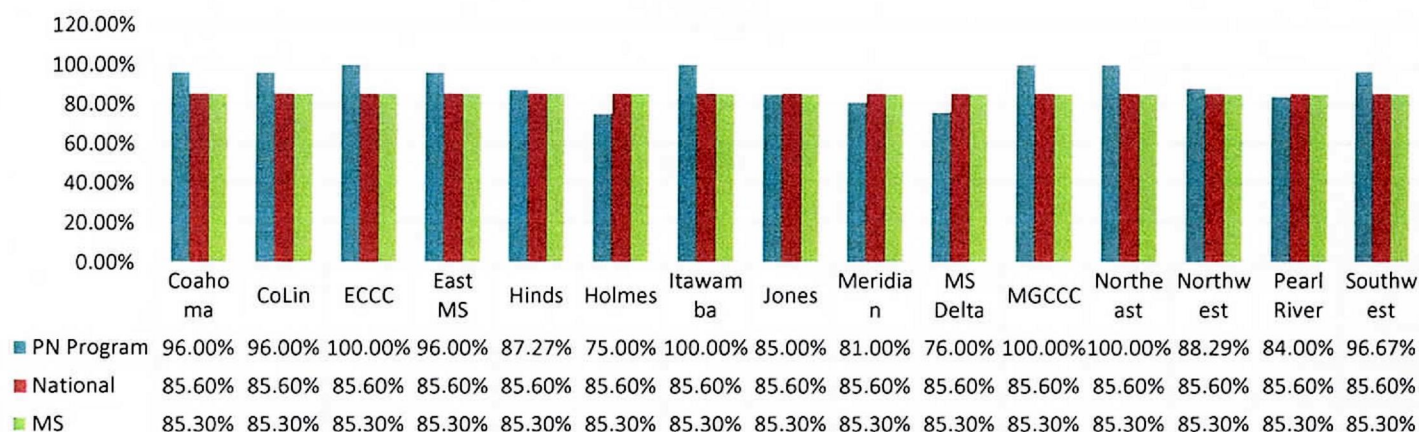
Places of Employment: Hospitals, long-term care facilities, hospice, clinics, insurance companies, and home health agencies.



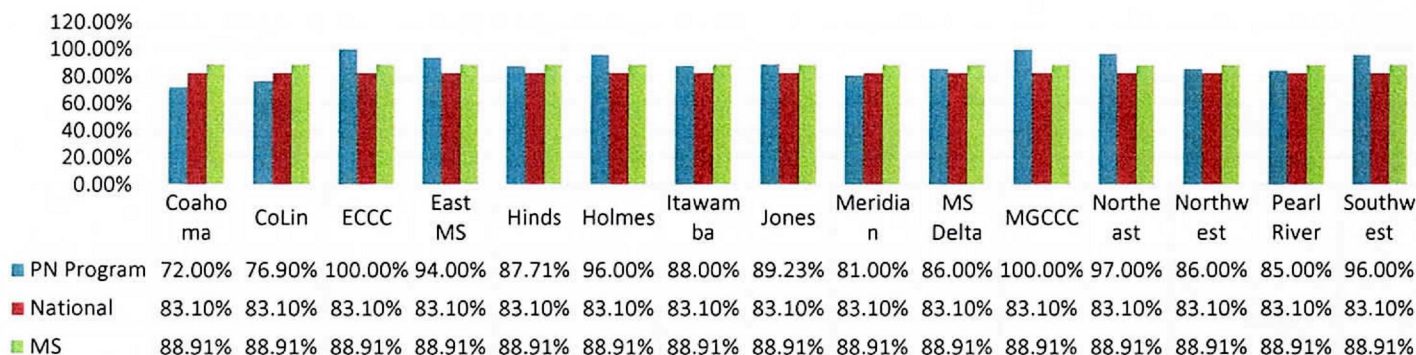
PN NCLEX Pass Rates 2019-2021

Figure 1. NCLEX Pass Rates

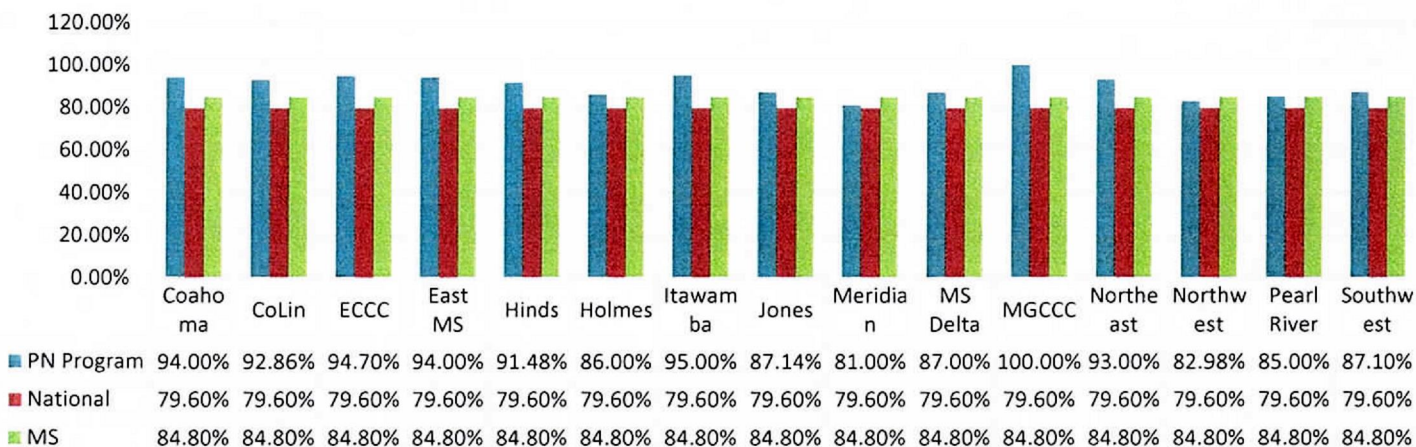
2019 NCLEX PN Pass Rate



2020 NCLEX PN Pass Rate



2021 NCLEX PN Pass Rate



In 2019 and 2020, 80% of the PN programs scored at or above the National NCLEX scores. In 2021, 100% of the PN programs scored at or above the National NCLEX scores.

Newly Enrolled Students in Practical Nursing Programs

Figure 2. 1st time admits 2019-2022

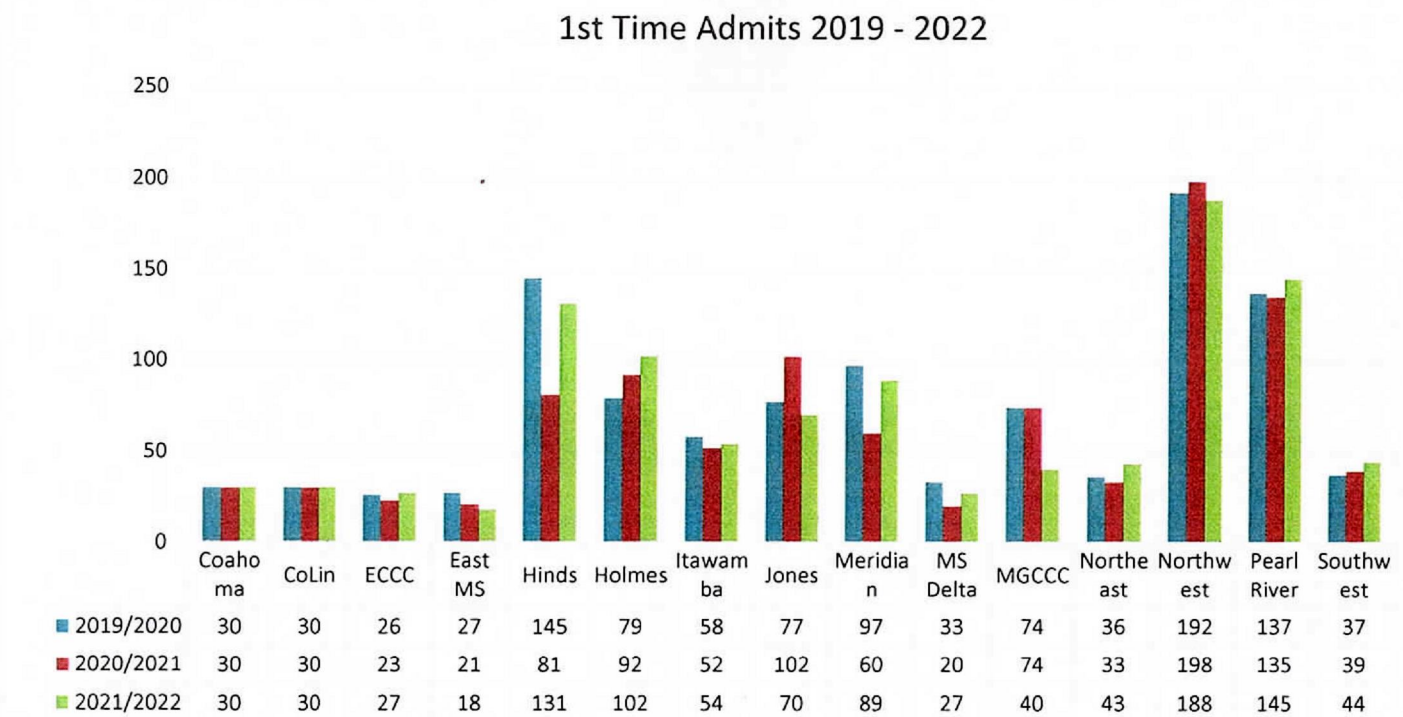


Figure 3 . Total number

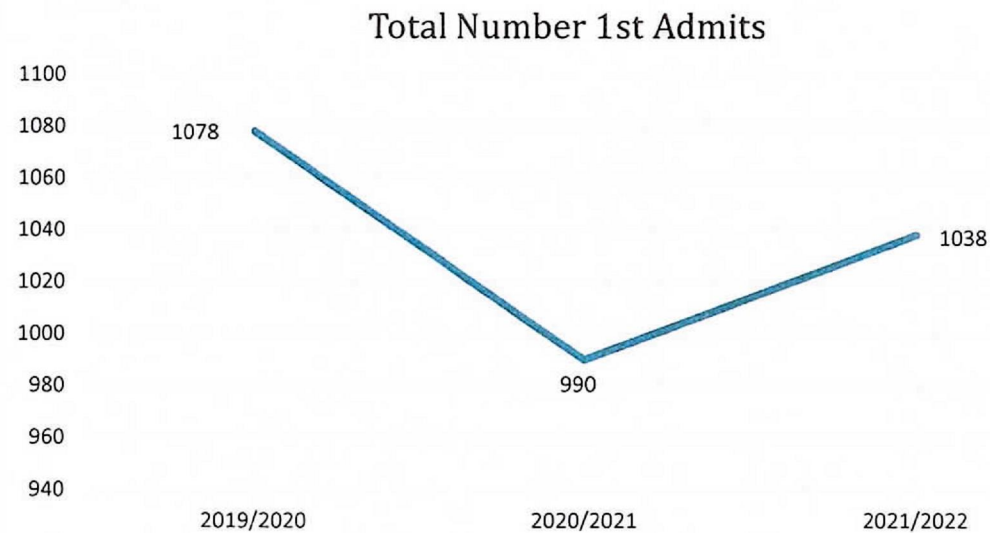


Figure 2 shows the yearly number of first time admits from 2019 to 2022 for each of the PN programs. According to Figure 3, the number of first time admits decreased from 1078 students for the 2019/2020 academic year to 990 students for the 2020/2021 academic year, which reflects an 8.1% decrease in the overall number of first admissions. The COVID-19 pandemic was considered the reason for the decrease. The academic year 2021/2022 showed an increase in first admits to 1038 students.

Practical Nursing Graduates 2018-2021

Figure 4. PN Graduates

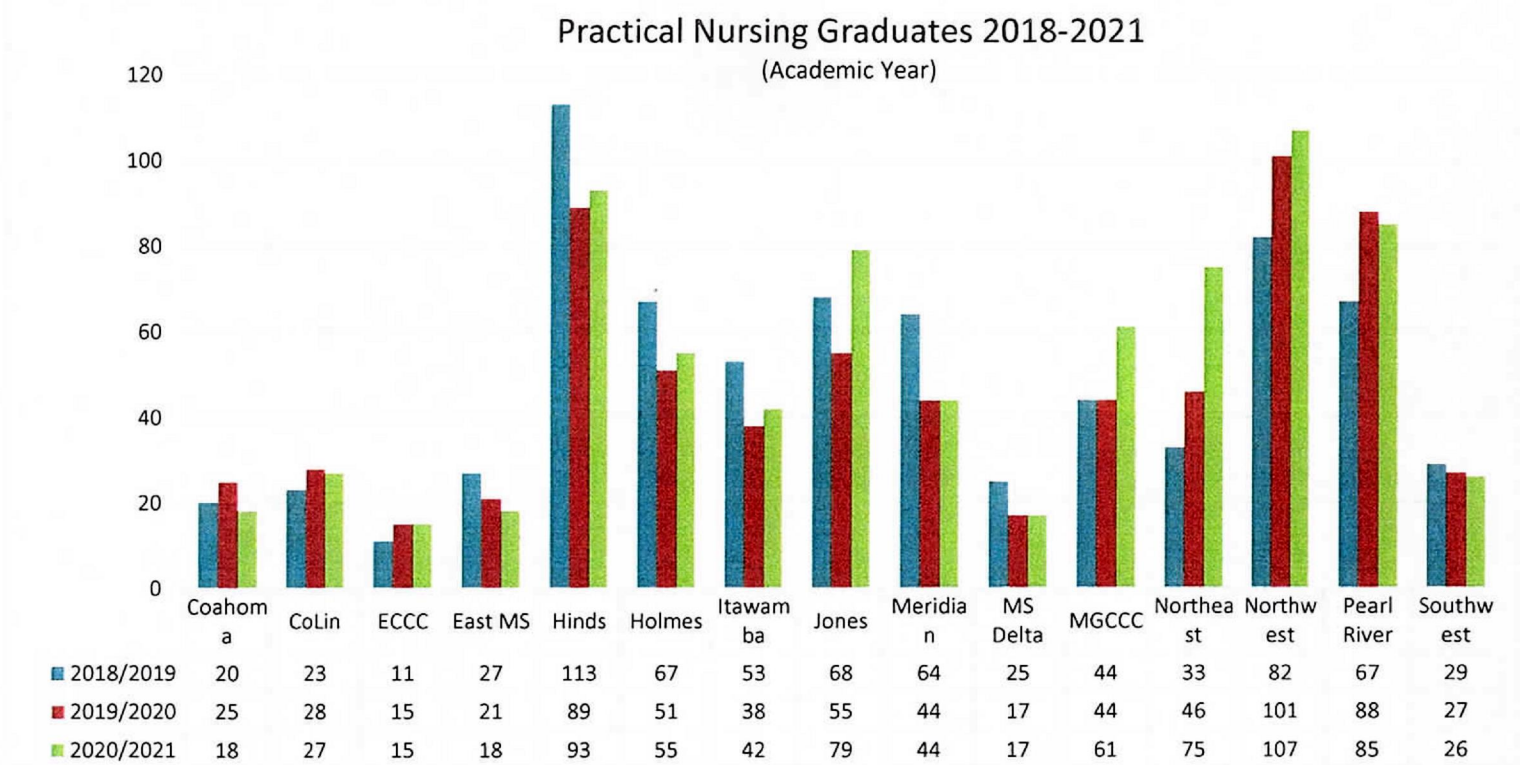
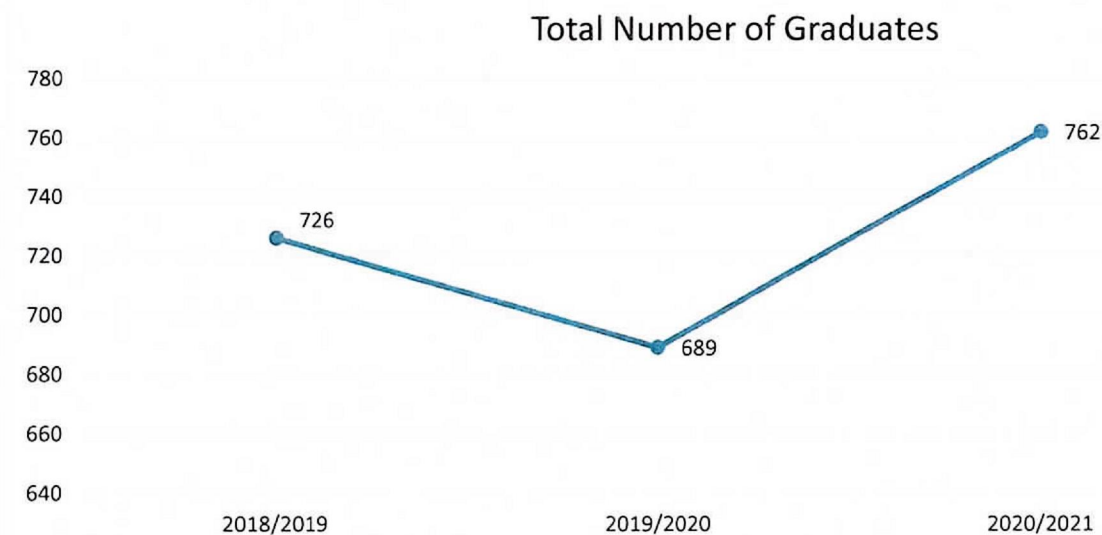


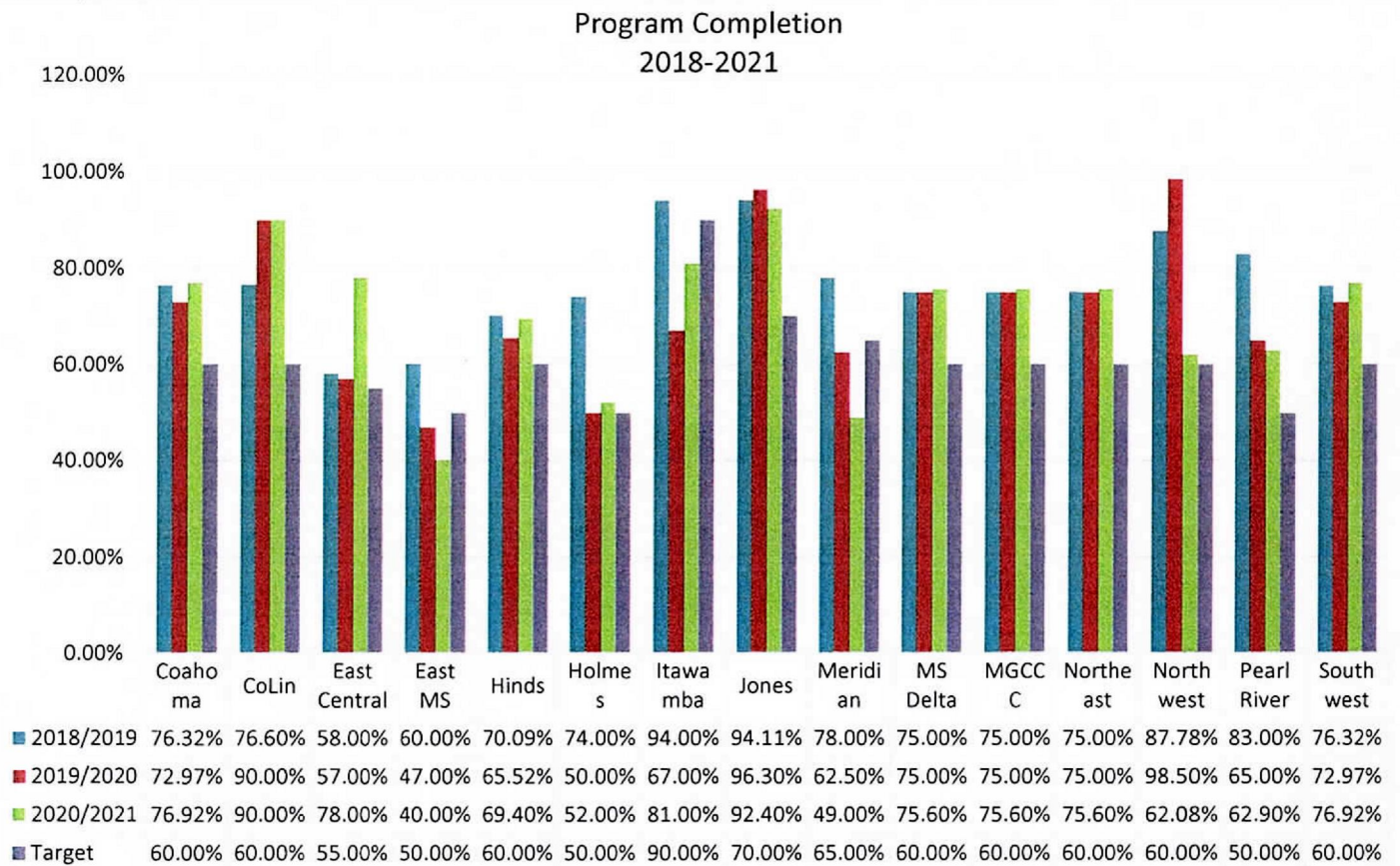
Figure 5. Total # PN graduates



Figures 4 and 5 reflect the number of PN graduates per program and the total number of PN graduates per academic year. While there was a decrease in the number of graduates for the 2019/2020 academic year, there was a 4.9% increase in the number of graduates for the 2020/2021 academic year.

Practical Nursing Completion Rates 2018-2021

Figure 7. Completion Rates



Per the Standards for PN Accreditation, expected levels of achievement for program completion rates are determined by faculty and reflect program demographics and local program options. The three-year mean for program completion must be at or above the identified expected level of achievement.

Faculty Positions in Practical Nursing Programs

Figure 6. Full-Time Faculty

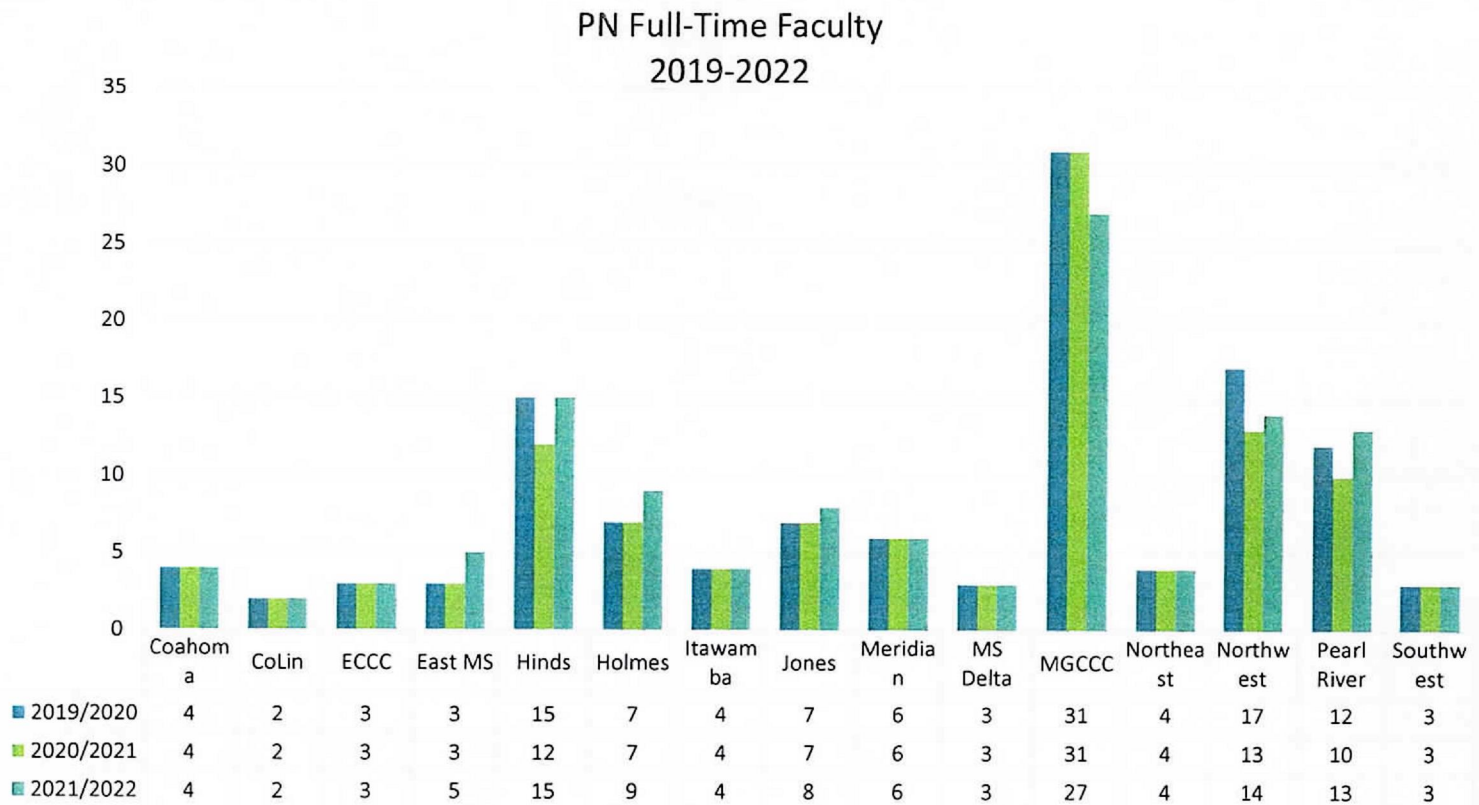
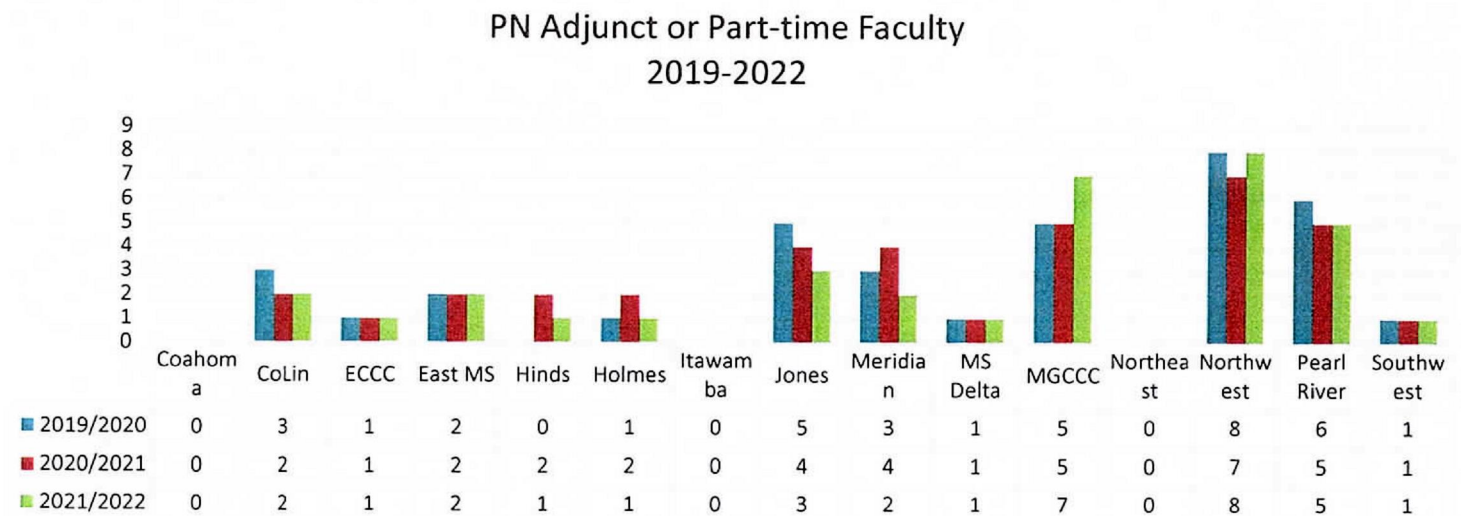


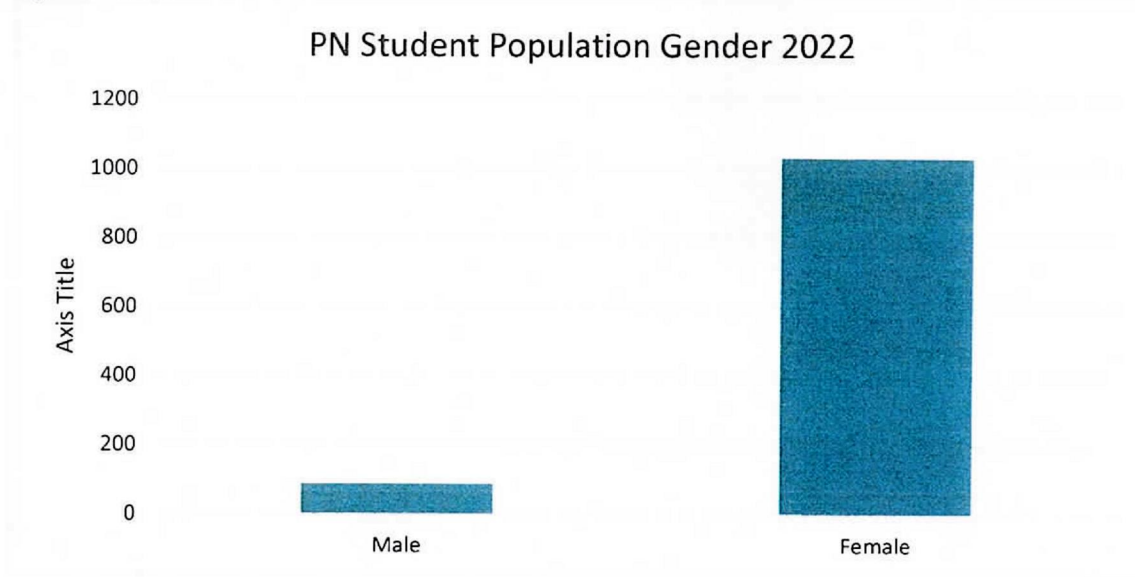
Figure 7. Adjunct Faculty



The number of full-time and adjunct/part-time faculty is based on the individual needs of the program. The total enrollment in each practical nursing program, classroom and lab setting, is limited to 15 students per one FTE qualified nursing instructor. The clinical setting is limited to 10 students per one FTE qualified nursing instructor.

Gender 2022

Figure 8. Gender



The AY 2021 data was not available.

- 93% female
- 7% male

Ethnicity 2022

Figure 9. Ethnicity

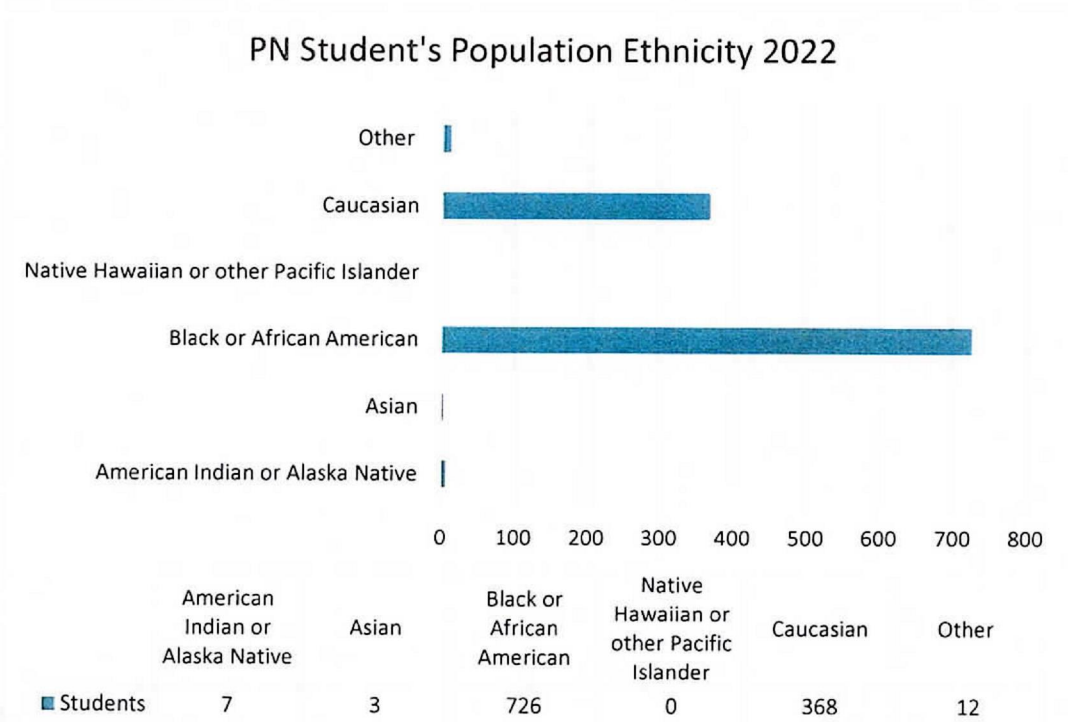


Figure 9 shows the racial/ethnic distribution of students in the Practical Nursing program for AY 2022.

- 65.1% African American ethnicity
- 33% Caucasian
- 0.62% American Indian/Alaska Native
- 0.27% Asian
- 1.0% Other

BUSINESS MEETING

THE MISSISSIPPI BOARD OF NURSING
BUSINESS MEETING

DECEMBER 9, 2022

PROCEEDINGS

taken on Friday, December 9, 2022,
commencing at approximately 11:11 A.M.
at the Mississippi Board of Nursing
713 South Pear Orchard Road
Plaza II, Suite 300
Ridgeland, Mississippi

REPORTED BY: CYNTHIA HARRIS, RPR, CCR, #1828
SOUTHERN STENO REPORTERS
3541 Highway 13 South
Morton, MS 39117
(601) 507-0849

SOUTHERN STENO REPORTERS
601-507-0849

BUSINESS MEETING

Page 2		Page 4	
1	APPEARANCES	1	PROCEEDING
2		2	* * * *
3	BOARD MEMBERS IN ATTENDANCE IN PERSON:	3	MR. ADAMS: All right. Good morning,
4	T.J. ADAMS, RN, BSN, MSHA (PRESIDENT)	4	everyone. Welcome to the Board of Nursing. I would
5	SANDRA CULPEPPER, LPN (VICE PRESIDENT)	5	like to call the meeting to order. It is 11:11. I
6	JEREMY L. CUMMINS, LPN, LNHA (TREASURER)	6	would like to begin with Mr. Jeremy opening us up in
7	JANIE CLANTON, RN (SECRETARY)	7	a word of prayer.
8	MARY STEWART, PhD, RN	8	MR. CUMMINS: Let's pray.
9	NANCY NORRIS-JOHNSON, LPN, II, CPT	9	(Prayer.)
10	ALTON SHAW, MSN, FNP-C	10	MR. ADAMS: I would also like to note we
11	LAURA MOORE, MSN, NP-C	11	have a declaration of a quorum, and that we have two
12		12	members joining us via Zoom: Dr. Melissa King and
13		13	Lacey Gentry.
14	BOARD MEMBERS IN ATTENDANCE VIA ZOOM:	14	You have the agenda in front of you. Can I
15	MELISSA KING, DNP, FNP-C	15	get a motion to approve the agenda?
16	LACEY T. GENTRY, MSN, RN	16	MR. CUMMINS: Make a motion to approve
17		17	the agenda.
18	ALSO PRESENT:	18	MR. ADAMS: Got a motion by Jeremy.
19	EDWARD WIGGINS, JR., ESQUIRE	19	MS. NORRIS-JOHNSON: I'll second.
20	SPECIAL ASSISTANT ATTORNEY GENERAL	20	MR. ADAMS: Second by Ms. Nancy.
21		21	All in favor?
22		22	BOARD MEMBERS: Aye.
23		23	MR. ADAMS: Any opposed?
24		24	(No verbal response.)
25		25	MR. ADAMS: Open forum: Legislation,
Page 3		Page 5	
1	TABLE OF CONTENTS	1	Mr. Trey.
2		2	MR. BOBINGER: All right. Good morning.
3	Title Page.....	3	DR. JOHNSON: Could we back up?
4	Appearances.....	4	MR. ADAMS: Yeah, sure.
5	Table of Contents.....	5	MR. BOBINGER: Oh, yeah. We've got a
6	Proceedings.....	6	guest.
7	Court Reporter's Certificate.....	7	DR. JOHNSON: Mr. Chair.
8		8	MR. ADAMS: Yes, ma'am.
9		9	DR. JOHNSON: We do have an open forum.
10		10	A guest from the Hospital Association is here.
11		11	MR. ADAMS: Okay.
12		12	DR. JOHNSON: So --
13		13	MR. ADAMS: Mr. Roberson.
14		14	MR. ROBERSON: Actually, I'll gladly
15		15	yield my time.
16		16	MR. BOBINGER: I told him I was going to
17		17	echo what he says.
18		18	MR. ADAMS: Okay, let's go. Mr. Richard
19		19	Roberson.
20		20	MR. ROBERSON: Well, good morning,
21		21	everyone. And first of all, let me say thank you
22		22	for everything that y'all are doing and continue to
23		23	do as we go through some pretty unprecedented
24		24	challenges still in healthcare in Mississippi and
25		25	around the country.

BUSINESS MEETING

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1 I'm Richard Roberson; I'm general counsel
2 and vice president for policy and state advocacy
3 with the Mississippi Hospital Association.

4 And just to -- you know, just here to say
5 thank you. Also to give you guys just an update on
6 a few things that we're working on as it relates to
7 the nursing profession.

8 We know there's a huge crisis right now
9 within the nursing profession on workforce. We're
10 engaged on some various initiatives for increasing
11 the supply of nurses and also helping the nurses
12 that are working their tails off right now.

13 And we're looking at tax credits,
14 scholarships, forgivable loans, all those types of
15 things that we've talked about over the last couple
16 of years.

17 We're looking at things to make the
18 workplace safer. We hear all the time from our
19 hospitals, challenges that their nurses have with
20 just safety issues in the hospitals and not just in
21 the hospitals but in clinics and other settings as
22 well.

23 But we're going to be talking about some
24 things from a legislative standpoint that we can do.
25 A few years ago we were able to get some increased

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1 discussion about what is going on with the nurses.

2 We think it's important for legislators to
3 hear how the impact of their policy decisions
4 regarding and how they approach healthcare from a
5 policy perspective impacts the nurses and impacts
6 their ability to care for patients at bedside.

7 And we've heard stories over the last couple
8 of weeks that are pretty -- pretty powerful stories.
9 We've heard the importance of, first of all, having
10 a hospital to go to. We've heard of a case up in
11 the Delta where if that hospital had not been there,
12 one of the nurse's best friend's son would be dead
13 because he would not have been someone that could
14 have ridden in an ambulance 45 minutes past that
15 town to get care.

16 So we hear all the time about how maybe
17 certain parts of the state don't need healthcare;
18 maybe they don't need a hospital; maybe it needs to
19 look like something else. Well, I think there are a
20 lot of stories out there that would tell you
21 otherwise.

22 So we're firmly engaged on that issue and
23 trying to make sure that legislators hear it
24 directly from those who are most impacted by their
25 decisions, and those are our nurses, to be quite

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1 punishment on offenders who assault nurses and other
2 healthcare workers and got that raised to a felony
3 offense instead of a misdemeanor.

4 But we know there are challenges around the
5 state with law enforcement not always being as
6 supportive as perhaps they could be for helping our
7 healthcare workers and our nurses in some very
8 difficult situations.

9 We've had instances over the last few months
10 and weeks of some potentially very bad situations
11 that thankfully have been avoided.

12 But we're looking at things such as, you
13 know, what to do about firearms being brought onto
14 campus, particularly with our public hospitals.

15 We want to make sure that folks, patients in
16 the hospitals, visitors, family members but also our
17 healthcare workers and our nurses are as safe as
18 they can be. And those stories that we've heard
19 over the last several months have been pretty
20 heartbreaking in some cases.

21 We've been working with the Mississippi
22 Nurses Association over the last couple of weeks,
23 and it will continue over the next week to engage
24 legislators and chief nursing officers and their
25 staff in conversations, kind of a town-hall

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1 honest.

2 So administrators in hospitals have a
3 different set of stress level. They're trying to
4 make sure the business operations and the patients
5 are taken care of and all the trains are running on
6 time, but it's the nurses that feel those different
7 stress levels, and they feel the pressures -- the
8 downward pressures of revenue and the impact that
9 that has as they take care of patients.

10 And the stories that I've heard that
11 resonate the most with me over the last couple of
12 years have been those stories of nurses and their
13 frustrations in what they've been faced with through
14 COVID and now as we're into post-COVID. And that
15 is -- you know, certainly ratios are a challenge and
16 frustrating. Money has been an issue. Work-life
17 balance has always been an issue, but it's even been
18 more acutely an issue the last few years.

19 But the primary thing that comes through to
20 me is when I've heard nurses say, "What really has
21 impacted me and frustrated me the most and is
22 affecting me personally is that I cannot take care
23 of the patients in the way I have been trained to
24 take care of them and in the way that I know is the
25 best way to take care of them." And that is

BUSINESS MEETING

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1 depressing to me; it is frustrating to me. And we
2 need to get that fixed.
3 So those are the things from the Mississippi
4 Hospital Association's perspective that we're
5 working on, and we appreciate the board's support.
6 We look forward to continuing to work with the
7 Nurses Association and with this board and with
8 Phyllis on different things that we can do to help
9 our nurses. And we appreciate being here. So thank
10 you for what you're doing.
11 MR. ADAMS: Any questions for Richard?
12 DR. STEWART: Can I say something?
13 MR. ADAMS: Go ahead.
14 DR. STEWART: First, thank you for
15 coming and those words of encouragement.
16 We were just talking right before the board
17 meeting. You know, one of the things with the
18 nurses in absorbing so much of this stress, and our
19 Board of Nursing staff does a tremendous job of
20 helping in terms of those that have substance-use
21 disorders. We just see that more and more. And I
22 know nursing is not the only profession that's
23 affected by that, but in some respects, it's an
24 occupational hazard, I mean, because of the stress
25 and the demands and the ratios that you're talking

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1 about.
2 So, you know, we see that when we see people
3 come in who have this disease, and they need help.
4 And that then, of course, you know, distresses the
5 system even further when they are absent and are
6 able to get help, hopefully.
7 So I know you guys are thinking about that
8 and talking about that. But I just wanted to
9 mention it so it doesn't get forgotten.
10 MR. ROBERSON: No. I appreciate that.
11 In every one of these meetings we've had over the
12 last week and a half, we've talked about the mental
13 health impacts and the mental behavior health impact
14 on the nursing workforce of what they're having to
15 go -- what they've been through with COVID.
16 You know -- and you know as well as I do, the
17 stories where nurses became family members during
18 COVID, and they had to be with that patient during
19 times at the end of life and provide that
20 end-of-life care from a clinical standpoint but also
21 from a personal, emotional, and spiritual
22 standpoint. And that takes what's already a
23 difficult professional job into a whole different
24 level. Then it becomes much, much more personal.
25 My sister is a nurse, and so, you know, I

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1 know some of the challenges that nurses face and
2 going home every night to a different part of your
3 house to get out of the PPE, to shower before you
4 hug your kid. Those are real stories that not all
5 of us have to face.
6 And so the mental health issues and the
7 challenges have come up and have rang true and we've
8 kind of, I think, felt like it's kind of a -- it's a
9 -- these meetings have been part legislative
10 advocacy work and part group therapy for everybody.
11 And those are certainly challenges the hospitals are
12 looking at as well. And from an advocacy
13 standpoint, we need to do better as a state and
14 getting that addressed.
15 DR. STEWART: Thank you.
16 MR. ADAMS: Questions for Richard?
17 Ms. Johnson.
18 DR. JOHNSON: Mr. Chairman, thank you.
19 And, Richard, thank you for being here, and thanks
20 to the Hospital Association for their efforts in
21 including nursing in everything because nursing is
22 so important and all that they've done legislatively
23 thus far.
24 I had a question about the hospital
25 closures. The criticality of the impact it has on

Page 13

1 the overall healthcare system in Mississippi and
2 nationally.
3 So what efforts are being undertaken to
4 address this issue in Mississippi, if you could
5 speak briefly on that?
6 MR. ROBERSON: Sure. So, you know, so
7 many challenges for hospitals right now is driven by
8 revenue.
9 Mississippi hospitals are the lowest cost
10 inpatient hospitals, for inpatient expenses in the
11 country. I mean, and it's not even close. The next
12 closest state is Wyoming, and they're almost \$200
13 more per day more expensive than Mississippi.
14 So our problem in Mississippi is not cost;
15 it's revenue. We don't have the revenue; we don't
16 have the payer mix and the volume that supports
17 healthy hospitals, healthy healthcare systems across
18 the state.
19 And, you know, you look at some hospitals,
20 and Greenwood has been one that has very publicly
21 been out front. Their payer mix is less than 10
22 percent commercial, and some of that includes the
23 federal marketplace plans which aren't, you know,
24 true commercial, employer-sponsored coverage
25 insurance companies.

BUSINESS MEETING

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1 So the challenge in a place like Greenwood
2 is when, you know, less than 10 percent of your
3 revenue is coming from employer-sponsored healthcare
4 coverage and the rest is coming from combinations of
5 Medicare, which has been hit by sequestration;
6 market basket rate decreases through the Affordable
7 Care Act that have resulted in tens of millions of
8 dollars in Greenwood being lost over the last few
9 years; and then the rest of their population is
10 Medicaid and self-pay, which is really uninsured, no
11 pay, it makes it extremely challenging.

12 And we see those hospitals that have that
13 type of payer mix are going to be the ones at the
14 tip of the spear that are going to be, you know, in
15 a really, really bad place and already are.

16 And so, you know, we continue to talk about
17 things like Medicaid expansion because it's just
18 kind of the obvious thing.

19 And, you know, when the federal government
20 set up the Affordable Care Act, they kind of robbed
21 from Peter on the Medicare side to pay for Paul on
22 the Medicaid side. And we've had all the cuts from
23 Medicare from 2012 through 2027 that will add up to
24 almost four billion dollars across the state in
25 reductions on the Medicare side, but we've not been

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1 If you're in labor, that's a scary drive.
2 So that's -- those are the types of things that keep
3 us up at night worried about our hospitals is,
4 obviously, impact on the hospital, but it's the
5 impact on those communities and on those patients
6 that need those services, and they need them
7 locally.

8 DR. JOHNSON: Thank you.

9 MR. ROBERSON: Thanks, Phyllis.

10 MR. ADAMS: Any questions?

11 Again, thank you, Richard, for coming.

12 MR. ROBERSON: Thank you.

13 MR. ADAMS: Thank you to the Hospital
14 Association.

15 MR. ROBERSON: Appreciate y'all. Thank
16 you.

17 MR. ADAMS: Others while we're in open
18 forum? I did notice Ms. Malone on via Zoom.
19 Teresa, do you have anything?

20 MS. MALONE: Can y'all hear me okay?

21 MR. ADAMS: Yes.

22 MS. MALONE: Yes. And I will be very
23 brief. I'm driving. I apologize if there's
24 background noise.

25 First, I want to say a very special thank

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1 able to make any of that up on Medicaid.

2 And, you know, I don't think that anyone
3 will tell you right now that expansion is the single
4 solution or getting more covered lines is the
5 single-bullet solution. It probably would have been
6 10 years ago.

7 But, you know, we've got deferred
8 maintenance on the healthcare house, and so now it's
9 not just fixing the leak in the roof. It's fixing
10 the leak in the roof that has caused damage to the
11 walls in the house and the flooring in the house and
12 everything else. So you've got to fix all of that.

13 So we are very concerned about the state of
14 our hospitals in Greenwood.

15 In calendar year 2021, there were over 200
16 babies born in Greenwood at that hospital. They've
17 eliminated labor and delivery services in Greenwood.
18 So now those 200 babies are going to have to go
19 somewhere else this year.

20 So, you know, mom's in labor, driving, you
21 know, either up Highway 7 to Grenada or maybe 82
22 over to Greenville or Indianola, 30 miles, 50
23 miles, maybe up to Oxford, down to Jackson. Those
24 are going to be your nearest labor and delivery
25 units -- or over to Cleveland, 45 minutes.

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1 you to Dr. Cagle for presenting at our October
2 convention. We were a little nervous because we
3 know that it is very difficult for nurses to take
4 off at this point in time, so we were delighted at
5 the turnout that we had, and she did an excellent
6 job in responding to questions, both from registered
7 nurses as well as advanced practice registered
8 nurses and providing an update to everyone. So,
9 again, we appreciate that.

10 I do want to remind everyone about our RN
11 and APRN day at the capitol. It is scheduled for
12 January the 25th.

13 And our nursing legislative summit is
14 scheduled for February the 28th. We would love for
15 all of the Board of Nursing members to be able to
16 attend both of those events.

17 And then I'm not going to spend a lot of
18 time, but I want to reiterate what Richard had
19 mentioned about the meetings that we have been
20 hosting throughout the state.

21 And all of you know, because you hear from
22 nurses and you are nurses, about the challenges that
23 they are facing. But he is exactly right. When you
24 hear it from so many individuals telling a different
25 story but yet the same story of exhaustion, burnout,

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1 being worried about their patients, being worried
2 about their families, being worried about their
3 colleagues and themselves. Because as we know, the
4 stress levels that you mentioned, suicides are going
5 up when it comes to nurses. All of these factors
6 are impacting our nursing workforce, and it's
7 impacting the entire state and, of course, the care
8 that is being provided to the patients in
9 Mississippi.

10 So we want to publicly thank all of the
11 nurses and all of the legislators who have attended
12 those meetings.

13 And that is all I have today. Again, I
14 apologize for any background noise.

15 MR. ADAMS: Any questions for Teresa?
16 Thank you, Ms. Malone.

17 MS. MALONE: Thank you.

18 MR. ADAMS: Anyone else?

19 Trey, you're up.

20 MR. ROBINER: We'll try it again. Good
21 morning. I just wanted to reiterate I appreciate
22 Richard appearing today and speaking on behalf of
23 the hospitals.

24 There was a hearing recently that we were
25 extended an invitation to by Senator Hob Bryan,

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1 Shan, because I think our retreat, correct, board
2 retreat is in that same time frame. And it's early
3 in the session. I think there will be a lot of
4 activity, and I would encourage all of our board
5 members to try to be there. It's a great time to
6 interact with both senators and representatives, and
7 we can kind of express our views.

8 I can tell you -- we're talking about
9 hospitals. I've got three or four other things I'm
10 going to quickly mention.

11 It looks like it's going to be an active
12 session. I feel like we've kind of already been in
13 session the last couple of months, actually. We've
14 had several meetings. We also had a meeting that
15 Ms. Johnson, Ms. Montgomery, and I attended with
16 Senator Blackwell to talk about full practice
17 authority legislation with all the stakeholders
18 there from the nursing profession.

19 I thought it was a very productive meeting --
20 candid but productive. I think we're going to have
21 a good bill to work together on with these other
22 parties. I appreciate Senator Blackwell for
23 including us. I've had multiple conversations.
24 I've not told Ms. Johnson, but I called him this
25 week to ask him a follow-up question.

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1 chairman of the Senate Public Health. Ms. Johnson,
2 Ms. Montgomery attended, as well as I. We knew a
3 lot of these things, but just to hear it in concrete
4 very candid terms, it really concerns you about the
5 future of our healthcare system in the state. And I
6 just wanted to echo Richard's comments.

7 I know the mayor of Greenwood is a personal
8 friend of mine that I've worked with over the years,
9 and I know how concerned they are about the status
10 of their hospital. It's not just theirs; it's
11 others.

12 There's been talk of everything from ARPA
13 funding, to possible Medicaid expansion. That's
14 going to be a policy question for the legislature to
15 decide. But, obviously, there is a revenue issue
16 there, as Richard pointed out, and I know we all
17 care about that issue, and, obviously, we're
18 intertwined together with the hospitals. So we will
19 continue to try to be supportive in any way we can.

20 Ms. Malone mentioned capitol day for the
21 Nursing Association. The Board of Nursing's capitol
22 day is January the 11, 2023, 1:30 to 4:30 P.M.
23 Phyllis, we have a 1:00 P.M. setup, but it goes from
24 1:30 to 4:30.

25 I think this is going to work very well,

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1 He answered the phone. I said, "How are you
2 doing?"

3 He said, "Well, it's good. It's nice in
4 Hawaii." He's at a conference with another senator
5 and their wives, and I felt kind of bad I
6 interrupted him in Hawaii. But I thought, well, he
7 took my call, so I appreciated that.

8 But he's been really good. So if y'all talk
9 to Senator Blackwell, Senator Bryan, Chairman Mims
10 -- I've had some discussions with him on some other
11 legislation as well.

12 In fact, I'll go ahead and mention that the
13 income tax credit for preceptors, APRN preceptors, I
14 think our executive director, Ms. Johnson, had sent
15 y'all something out a couple of months ago. I
16 haven't seen the final version but you remember you
17 could do up to 10 rotations per year, and it was
18 \$375 tax credit per rotation shift for the first
19 three. Four through ten it went to \$750 per
20 rotation tax credit. That could add up -- that
21 could add up pretty good.

22 Now, I will say -- and, Phyllis, correct me
23 if I'm wrong -- I think it said in there that that's
24 for the preceptors that are not being compensated,
25 you know, for -- you know, additionally. That would

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1 be their kind of bonus or reward for doing that.
2 But if you add all of those -- if you added several
3 of those sessions up, it would be a nice tax credit.
4 That's what Chairman Mims reached out to me back a
5 couple of months ago, and he wanted our input.

6 We had a conference call with our head of
7 APRNs here, and, of course, our executive director
8 and Ms. Montgomery, and we had, I thought, a very
9 good discussion.

10 We got feedback from you, Members, and
11 Ms. Johnson got me that information, and I sent that
12 back to Chairman Mims, the chairman of the Public
13 Health in the House. So it's good to have a
14 dialogue and to have the input. So I wanted you to
15 be aware of that as well.

16 I mentioned full practice.

17 The last thing I want to mention to you is
18 you remember there was -- we were given a heads-up a
19 while back, honestly, and you have discussed this as
20 well, about tweaking the composition of the board.
21 And I've had some discussions with Senator
22 Blackwell. Actually, in this meeting we had on full
23 practice authority, this issue came up as well.

24 And I also want to be very clear, taking
25 into account also input from the board members

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1 a Tuesday. So, you know, we laugh among lobbyists,
2 and Richard knows what I'm talking about. We can't
3 have a very big New Year's Day or New Year's Eve.
4 We have to be ready early.

5 Any questions?

6 MS. MONTGOMERY: Trey, appropriations.

7 MR. BOBINGER: Oh, yes. We will be
8 appearing before the House and Senate subcommittee
9 on appropriations. And I want to thank personally
10 Shan Montgomery, who does an excellent job on
11 formulating our budget numbers.

12 I walk in those meetings between Ms. Johnson
13 and Ms. Montgomery, I don't worry about anybody
14 tripping us up on our numbers because they are
15 solid; they're accurate; they can be verified. And
16 that makes it real comfortable.

17 Richard knows what I'm talking about. I've
18 sat in some of those things where somebody gets
19 asked about a line item, and they're digging around
20 in their paperwork and stumbling and stuttering. We
21 don't have that problem, so I appreciate that, Shan.

22 And we will be asking for a couple of
23 additional things in funding to meet our needs.

24 One thing that came up, while we're talking
25 about funding, is the Office of Nursing Workforce,

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1 through Phyllis and Shan and the staff, I think we
2 came out with something that, you know, folks seem
3 to be comfortable with.

4 What we're looking at is the tweak would put
5 -- we would put a CRNA on the board -- "we," the
6 legislature. The bill would require a CRNA in the
7 board in place of the physician on the board, and
8 that would be, at this point, the only change.

9 Now, you guys understand the legislative
10 process on any bill. You can have amendments,
11 deletions, but we left the meeting -- I also have
12 since got a draft of the bill, and that is the way
13 it is written in the draft, so that's encouraging, I
14 think.

15 Because there were some other ideas and
16 things, as y'all know, thrown out previously that
17 brought some concern, I think, to the board and the
18 staff. But I appreciate the legislators and Senator
19 Blackwell working with us on that.

20 So at this time, I'll answer any questions,
21 but those are some of the issues we're looking at.

22 MR. ADAMS: Anything for Trey?

23 MR. BOBINGER: The last thing I'll say
24 if there's not a question. Just so you know, the
25 session begins at noon on January the 3rd, which is

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1 nurse workforce training. In regards to that income
2 tax credit, that office of workforce training would
3 have to certify those preceptor programs. So we
4 posed to Chairman Mims we might need, correct, a
5 little additional funding or something because it
6 may increase some work, and I think it would if that
7 law is passed.

8 So those are the kinds of things. Also on a
9 couple of other funding issues that we may seek some
10 additional funding. But that's a critical part of
11 what we do. And we've got to have a well-funded
12 agency to carry out the duties and responsibilities
13 of the Mississippi Board of Nursing.

14 Any other questions?

15 MR. ADAMS: Thank you, Trey.

16 MR. BOBINGER: Thank y'all very much.
17 Appreciate it.

18 MR. ADAMS: Office of Nursing Workforce,
19 Dr. Burks.

20 DR. BURKS: Good morning. Mr. Chairman,
21 I have several items to bring forward to the board.

22 First is the program request from Northwest
23 Mississippi Community College. They are requesting
24 to move their part-time day program from the DeSoto
25 campus to the Senatobia campus.

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1 Currently, they have four locations. That
2 part-time day program is unique. It is the first
3 time that they're offering this. And the
4 administration of the school is in support, and
5 they've provided them with ample space to actually
6 have it on this campus.
7 Their anticipated enrollment is 15 students.
8 They're proposing to start August 2023.
9 There would be no changes in their
10 curriculum or the enrollment as it is with the
11 current campus.
12 Also, their licensure passage rate for the
13 last three years has been 91 -- it's 91.43 percent.
14 They are above state as well as national level.
15 They also have 11 clinical sites. And this
16 part-time day program is supported, and that support
17 has been advertised through their advisory council
18 as well as their clinical partnerships.
19 And so my recommendation is that Northwest,
20 they be given permission to move their part-time day
21 program from the DeSoto campus to the Senatobia
22 campus.
23 Do you want me to continue? . . .
24 DR. STEWART: May we take these one at a
25 time?

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1 Senatobia campus.
2 MR. CUMMINS: I make the motion.
3 DR. STEWART: I'll second it.
4 MR. ADAMS: A motion and a second.
5 All in favor?
6 BOARD MEMBERS: Aye.
7 MR. ADAMS: Motion passes.
8 DR. BURKS: The second is from Blue
9 Cliff College. They resubmitted their declaration
10 of intent for establishing a new program in
11 Gulfport, Mississippi. In their past submission of
12 the declaration, they were actually missing some
13 components. At this time, they have satisfied those
14 components.
15 They submitted their advisory committee, and
16 on their advisory committee, they provided proof of
17 input from the current PN educators. One was a PN
18 educator. The other was a PN administrator.
19 They also provided up-to-date registration
20 and the permits from the Mississippi Office of --
21 Mississippi Community College Board Office of
22 Proprietary Schools. They provided proof of an
23 unencumbered accreditation, and that agency is
24 recognized by the United States Department of
25 Education.

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1 MR. ADAMS: Absolutely.
2 DR. STEWART: Just discussion. Are you
3 okay with that?
4 DR. BURKS: Yes.
5 MR. ADAMS: Do you have any questions?
6 DR. STEWART: Well, I'm curious as to
7 why they want to move.
8 DR. BURKS: They're moving that day
9 program. Currently, they have a night program, a
10 night part-time program.
11 And so when they went back and they started
12 looking, they were placing it on that campus
13 actually because they did not have the space on the
14 Senatobia campus.
15 DR. STEWART: Okay.
16 DR. BURKS: And so the president met
17 with the administration, and he made it happen. He
18 gave them the space that they needed. So that's why
19 I was like they have the administrative support for
20 this program.
21 DR. STEWART: Okay, thank you.
22 MR. ADAMS: We do need a motion. So the
23 recommendation is recommended that Northwest
24 Mississippi Community College be given permission to
25 move part-time day program from DeSoto campus to the

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1 They have a nursing consultant. That
2 nursing consultant is Dr. Tomkia Luckett. She has
3 served as an instructor in a practical nursing
4 program. She also served as a director of a
5 practical nursing program. So she's well-versed in
6 the practical nursing program and the standards.
7 And they also provided surveys from the
8 healthcare facilities in that area, that included a
9 number of LPN vacancies, the average daily census,
10 and also those establishments' willingness to serve
11 as clinical resources for the prospective program.
12 My recommendation as -- because they have
13 supplied and they resubmitted the documents, that
14 they be allowed the opportunity to proceed to stage
15 II, which is to qualify for initial accreditation.
16 In addition, if they are given the
17 opportunity to proceed, it is recommended that Blue
18 Cliff College nursing administrator be required to
19 meet with the board director of PN education prior
20 to going into that second step just for
21 clarification and make sure they understand what is
22 required of them in stage II.
23 MR. ADAMS: We have a recommendation.
24 Any questions?
25 MR. CUMMINS: I make a motion that we

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1 proceed.

2 MR. ADAMS: Motion by Jeremy.

3 DR. STEWART: Second.

4 MR. ADAMS: All in favor?

5 BOARD MEMBERS: Aye.

6 MR. ADAMS: Motion passes.

7 DR. BURKS: I just have some updates
8 that I would like to share with you all.

9 East Central Community College, they were
10 able to increase their enrollment to 40 students for
11 the fall of '22. They previously had been admitting
12 30 students, but when they went back and reviewed
13 their information and the students that met their
14 admission criteria, they noticed that each year from
15 2020 they had more than 40 students.

16 So they were able to increase that
17 enrollment, and they've been excited about that.
18 And those students have done well this first
19 semester.

20 Mississippi Gulf Coast College
21 apprenticeship program is up and doing well, and
22 they are appreciative to the board. That program is
23 the first in the state, and it was because of you
24 all on the board of directors that this program is
25 in existence.

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1 They have a partnership with Singing River,
2 and I met with them a few weeks ago. And now other
3 healthcare facilities in the area, they're also
4 interested in creating a partnership with
5 Mississippi Gulf Coast, similar to what they're doing
6 at Singing River.

7 And also with these new students, these
8 students are actually employed by Singing River.
9 They are full-time employees. And then Singing
10 River is paying for them to be in this program.

11 These students, they took what is called the
12 ATI comp predictor because they wanted to see - at
13 this point, they've been in the program two
14 semesters - where are they. And all of these
15 students scored 80 percent or higher on this comp
16 predictor, which is amazing because this is a
17 third-party exam, and many of the schools give it
18 just to allow the students to know where they are
19 and their opportunity or possibility of them passing
20 the program, and as well as passing NCLEX.

21 So as it stands, these students are doing
22 extremely well in this apprenticeship program.

23 And I also have an additional update.
24 Yesterday East Mississippi in Scooba and Co-Lin in
25 Natchez, Mississippi, they had their pinning

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1 ceremonies.

2 Both schools, prior to January 2022, they
3 had been closed for more than five years, and both
4 have been granted permission to re-establish their
5 programs, again, under the purview of the board.

6 These two programs, they're well-supported
7 by their school administration, as well as their
8 community.

9 And yesterday, they had their first pinning
10 after being re-established. So we commend them for
11 that.

12 Co-Lin program was a little bit different
13 because they had developed a partnership with their
14 high school academy in January of 2022. So Co-Lin
15 had two students that were actually high school
16 students, and they're also in the practical nursing
17 program, and they were pinned yesterday. They
18 completed the programs.

19 And so both programs, they are appreciative
20 and they are grateful for the board for the
21 opportunity for them to have re-established their
22 programs.

23 The next thing I have is the annual report.
24 All the PN programs in the state, they participated
25 in the annual report. That data is currently being

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1 analyzed, and we will have a report spring of 2023.

2 And the last thing I have also is this week,
3 the PN standards were presented to OLRC, and they
4 were approved with some amendments, such as
5 typographical errors.

6 That is the end of my report.

7 MR. ADAMS: Any questions for Dr. Burks?
8 That's great news. Thank you and great
9 presentation, Dr. Burks, as always.

10 MR. CUMMINS: Good job, Dr. Burks.

11 DR. STEWART: Thank you.

12 MR. ADAMS: Thank you.

13 DR. JOHNSON: Mr. Chairman, if I may.

14 MR. ADAMS: Yes, na'am.

15 DR. JOHNSON: Dr. Burks and I have been
16 so excited this week.

17 MR. ADAMS: You can see it.

18 DR. JOHNSON: It's such a reflection on
19 your leadership, the board, because without your
20 leadership and approval, none of this could have
21 taken place. Since the PN program has come under
22 our jurisdiction, you all have done a tremendous
23 job, and our chest is stuck out so far we bump into
24 every wall.

25 And the schools are equally excited. They

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1 reached out. They wanted, you know, us to be there,
2 and Dr. Burks did attend. She makes an effort to
3 attend when we're solicited by the schools because
4 we think it's so important to be there to represent
5 the board.
6 So thank you all for all that you do.
7 MS. MONTGOMERY: Dr. Johnson, if I may.
8 MR. ADAMS: Yes, ma'am.
9 MS. MONTGOMERY: I will also have to add
10 to Dr. Burks' OLRC meeting. The governor said, when
11 Dr. Burks finished presenting, "Outstanding." He
12 said, "Outstanding."
13 MR. ADAMS: Great job, Dr. Burks. We're
14 very appreciative of you.
15 Moving on to board business.
16 You have board business meetings from
17 October 7th, 2022. You've had an opportunity to
18 review those minutes. Can I --
19 MR. SHAW: Motion to accept.
20 MR. ADAMS: Got a motion.
21 MR. CUMMINS: Second.
22 MR. ADAMS: And a second. All in favor?
23 BOARD MEMBERS: Aye.
24 MR. ADAMS: Any opposed?
25 (No verbal response.)

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1 MR. ADAMS: Hearing panel minutes for
2 July of 2022.
3 MR. SHAW: Motion.
4 MR. ADAMS: Make a motion.
5 MR. CUMMINS: Second.
6 MR. ADAMS: And a second.
7 All in favor?
8 BOARD MEMBERS: Aye.
9 MR. ADAMS: Any opposed?
10 (No verbal response.)
11 MR. ADAMS: Agreed settlement proposal
12 minutes - July 2022.
13 MS. CULPEPPER: Motion.
14 MR. ADAMS: Make a motion by Ms. Sandra.
15 MR. CUMMINS: Second.
16 MR. ADAMS: Second by Jeremy.
17 All in favor?
18 BOARD MEMBERS: Aye.
19 MR. ADAMS: Waive reading of names of
20 motions. Can I have a motion?
21 MS. CULPEPPER: I will make the motion.
22 MR. ADAMS: Make a motion by
23 Ms. Culpepper.
24 MR. CUMMINS: Second.
25 MR. ADAMS: Second by Jeremy.

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1 All in favor?
2 BOARD MEMBERS: Aye.
3 MR. ADAMS: Any opposed?
4 (No verbal response.)
5 MR. ADAMS: Future meetings: Agreed
6 settlement proposals is scheduled for February the
7 6th, 2023. Disciplinary hearing scheduled for
8 February 7th, 8th, and 9th, of 2023 at 8:30, and our
9 board business meeting will be February 10th, 2023,
10 at 11:05 A.M.
11 The board panel for those hearings will be
12 Laura Moore, Sandra Culpepper, Mary Stewart, and
13 Jeremy Cummins.
14 Executive director's report.
15 DR. JOHNSON: Good morning, Members of
16 the Board. Happy Holidays and hopefully you've
17 received your happy, but we have some additional
18 happies that we want to present to you that just
19 arrived. So this is just another added incentive of
20 our appreciation for all that you do. Vanessa will
21 pass those out.
22 But I also wanted to acknowledge our past
23 board member, past-immediate board member,
24 Ms. Shirley Jackson, who is in the audience. I
25 think she's still here today. As you recall, we

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1 gave Ms. Jackson a plaque during the last board
2 meeting, but you see she's still here supporting the
3 board, and we are so happy to have her and also
4 wanted to include her in our little happies today.
5 So thank you all for all that you do.
6 While Vanessa is passing out that, I will,
7 for time's sake, proceed with my report.
8 The board of director's retreat, you already
9 know is January the 10th through 11th of 2023, at
10 the Westin. The reception will be held on January
11 the 9th.
12 Dr. Stephanie Ferguson will be presenting on
13 board governance during the retreat. The Board of
14 Nursing capitol day is scheduled for January 11th,
15 2023, as Trey has stated, from 1:30 to 4:30 P.M.
16 with setup beginning at 1:00 o'clock P.M.
17 NCSBN's mid-year meeting is March 28th
18 through the 30th, 2023, in Seattle, Washington.
19 Again, I know I've heard from one board member that
20 is anticipating attending that meeting. So if there
21 are other board members that are interested in
22 attending, please submit your request to me via
23 e-mail as soon as possible so that we can make sure
24 our budget will meet those requirements and also to
25 get you the information.

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1 New board member, we have a new board member
2 that is an LPN -- will be an LPN representative on
3 the board. That's Ms. Carly - and I hope I
4 pronounce her middle name correct - Tigrett Walker
5 from Madison, Mississippi. She was unable to be at
6 the meeting today due to a prior scheduling
7 conflict. However, we will provide board
8 orientation during the February meeting, and she
9 will be able to attend the retreat in January. So
10 hopefully you'll get a chance to meet her during
11 that time.

12 We also have a new ONW director, Ms. Lauren
13 Terry. Is Ms. Terry in the room? If you will
14 stand. Ms. Lauren Terry started with us on November
15 15th, 2022. She comes to us from Louisiana. She
16 has a master's in healthcare administration from the
17 University of Mississippi Medical Center, as well as
18 her undergraduate degree there.

19 So she brings with her a wealth of
20 knowledge. We're excited about having her, and we'd
21 just like to welcome her to the Board of Nursing.

22 You already heard from Trey about our
23 appropriations hearings. We will be doing those in
24 person. We always request to do a hearing in
25 person, and at this point, I am awaiting the

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1 scheduling. Once the scheduling is received from
2 the offices, then I will send an e-mail to the board
3 members. I highly encourage you to participate and
4 attend those meetings if you've not done so in the
5 past. So as soon as I get that information for
6 scheduling purposes, I will get that out to you as
7 soon as possible.

8 I wanted to also let you know that the NCSBN
9 Board of Directors met on December the 6th, 2022,
10 and upheld the current passing standards for the
11 NCLEX-RN and the NCLEX-PN examinations when the Next
12 Generation NCLEX is launched on April 1st, 2023.

13 The Next Generation NCLEX, as you are aware,
14 is an enhancement of the current examinations and
15 places more emphasis on the measurement of a
16 candidate's nursing clinical judgment.

17 Multiple sources of information were used by
18 the Board of Directors of NCSBN to guide the
19 evaluation and discussion of the passing standard.
20 This process is very strenuous, and it involved the
21 convening of expert panels of nurses representing
22 the four geographic areas of NCSBN and Canada.

23 A criterion-reference standard setting
24 procedure was performed by the panels, and their
25 findings supported retaining the current passing

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1 standard. The results of national surveys of
2 nursing professionals was also considered in this
3 process.

4 The NCSBN Board of Directors evaluates the
5 passing standard for the NCLEX exams every three
6 years to protect the public by ensuring minimal
7 competency for entry-level nurses. This action is
8 in accordance with the motion that was adopted in
9 1989 by the NCSBN Delegate Assembly.

10 So I wanted you all to be aware of that. A
11 lot of hard work went in to that, and there were
12 some members from our board that actually served on
13 some of those panels. And it's evidence based, so
14 they got the information. I know Sandra was one of
15 the ones, and I think Shan participated on some of
16 that information. So a lot goes into that.

17 So additionally, this is renewal year for
18 our RNs. And before I came into the meeting, I
19 asked, "Where are we with our renewals of RNs?"

20 Right now 25,630 as of today have renewed.
21 So there's about 30,000 plus RNs out there that have
22 not renewed their license yet. Today is December
23 9th. December 31st at midnight if those nurses have
24 not renewed, they will not be able to work on
25 January 1.

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1 So hopefully we can get the word out. We
2 are sending out notifications. It is imperative
3 also if they have e-Notify - that's why we encourage
4 nurses to enroll in e-Notify, which is through
5 Nursys NCSBN. It does not cost them anything to do
6 that, and that is another notification that reminds
7 them of their renewal.

8 Hospital facilities can also enroll in
9 e-Notify. I think it's a minimal cost to them;
10 however, they will also get notification if they
11 have an RN working in their facility that has not
12 renewed, to remind them you have a staff member that
13 has not renewed. So it's very important that they
14 try to service e-Notify if at all possible.

15 We will be sending out an additional e-mail
16 blast. We do it -- it's on a rotational basis
17 during the renewal process, but we will be sending
18 out another one within the next week to remind RNs
19 that they have until December 31st to renew their
20 license.

21 Additionally, again, I would like to thank
22 the Mississippi Hospital Association and Richard
23 Roberson and Tim Moore, the executive director, who
24 could not be here today due to a conflict. But they
25 are very appreciative of the board reaching out, and

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1 we look forward to working with them on those issues
2 that were discussed earlier.

3 The last thing I would like to say is that I
4 did have a publication in the Journal of Nursing
5 Regulation. I was published in the Journal of
6 Nursing Regulation. I worked with Dr. David Benton
7 and several other EOs in the United States on an
8 issue, and I think it's -- you have it in your
9 packet, so I was very pleased about that.

10 It's dealing -- it's a lot of hard work that
11 goes into that and being an editor of some of that
12 stuff is very, very difficult and time-consuming,
13 but I think it will enhance the regulatory process.
14 Is what we're trying to do is streamline the process
15 and enhance the process of the regulatory boards
16 across the nation and internationally. So hopefully
17 this will shed some light on that.

18 Additionally, I would like to report that my
19 capstone was published also in the Association of
20 Black Nursing Faculty Foundation Journal in
21 September of 2022, and that capstone dealt with a
22 policy change here at the board, which you
23 graciously, you know, gave me permission to do, and
24 so I appreciate that and thank you for that.

25 And with that, that's all that I have,

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1 Mr. Chairman.

2 MR. ADAMS: Thank you, Dr. Johnson. Any
3 questions for Dr. Johnson?

4 Moving on to the executive committee report.
5 First, I want to say thank you to the hearing panel
6 this week. We did add a day of hearings to try to
7 catch ourselves up. I believe we have an additional
8 day added in February as well. I also want to thank
9 the staff this week. Things went very smoothly. We
10 had a lot of cases, and I'm very appreciative. I
11 participated as well, Ms. Nancy Norris-Johnson,
12 Ms. Laura Moore, and Mr. Jeremy Cummins. So thank
13 you to the staff because Deanne, Andrew, all the
14 staff members did a great job. Thank you very much.

15 From executive committee, I don't have
16 anything else to bring forward. We do, as mentioned
17 by Trey and Dr. Johnson, board retreat, January 9th
18 and 10th, and then capitol day, January 11th.

19 Compliance committee - Laura Moore.

20 MS. MOORE: We have three motions to
21 bring forward.

22 I move that the board adopt the compliance
23 committee's recommendation to deny the affidavit and
24 formal reprimand issued against licensee P-326161.
25 Licensee's compliance filed shall be referred for a

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1 show-cause hearing for noncompliance.

2 I move that the board adopt the compliance
3 committee's recommendation that the following
4 affidavits, formal reprimands be accepted for
5 ratification: Lorraine Gaddis, R-741224.

6 And last, I move that the board adopts the
7 compliance committee's recommendation to deny
8 licensee R-873798's request to entirely remove
9 certain restrictions currently placed upon his
10 license by the board's final order of August 26th,
11 2022. Due to extenuating circumstances surrounding
12 employment of Respondent, the board's compliance
13 committee does hereby order that Respondent's
14 indirect supervision conditions be amended as
15 approved by the compliance committee.

16 MR. ADAMS: Brought forward by
17 compliance committee.

18 MR. CUMMINS: Second.

19 MR. ADAMS: Second by Mr. Cummins.

20 All in favor?

21 BOARD MEMBERS: Aye.

22 MR. ADAMS: Any opposed?

23 (No verbal response.)

24 MR. ADAMS: Thank you, Laura.

25 Advanced practice committee: Dr. King.

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1 DR. KING: Thank you, Mr. Chairman. We
2 do have a couple of things to bring forward to the
3 board that are recommendations and motions to
4 approve special privileges for -- with the
5 appropriate education, training, competency
6 validation for PRE, O-shots, P-shots, and endovenous
7 ablations. And if there is any questions or
8 discussions about that, Dr. Cagle or Dr. Johnson,
9 since they are in person, would, I'm sure, be happy
10 to discuss those if needed, but that is the motion
11 that is brought forward through advanced practice.

12 MR. ADAMS: Any questions?

13 I have a motion. Can we get a second?

14 MR. SHAW: Second.

15 MR. ADAMS: Second by Alton.

16 All in favor?

17 BOARD MEMBERS: Aye.

18 MR. ADAMS: Any opposed?

19 (No verbal response.)

20 MR. ADAMS: Thank you, Dr. King.

21 DR. KING: I do have one other thing

22 just to bring forward for discussion purposes that
23 we met in the APC committee just so the board is
24 aware that we did have some denials of special
25 privileges. And those two denials include the

BUSINESS MEETING

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1 occipital nerve block for migraines and lethal
2 injections in the correctional facility is the
3 recommendation for advanced practice to deny those
4 special privileges.

5 MR. ADAMS: Thank you, Dr. King.

6 DR. KING: Thank you.

7 MR. ADAMS: Moving forward. Practice
8 committee: Mary.

9 DR. STEWART: We have no report.

10 MR. ADAMS: Thank you, Mary.

11 Administrative code: Dr. King.

12 DR. KING: Thank you, Mr. Chairman.

13 Administrative code committee did meet on
14 11/10/2022 at 3:30, and I believe it has been
15 distributed by Ms. Saltzman in your packet for the
16 Rule 1.3 regarding monitored practice hours in which
17 their recommendation of that amended rule is -- that
18 is the motion that we would like to bring forward to
19 the full board, and it should be in your packet and
20 should have been distributed for review for the full
21 board prior to this meeting.

22 MR. SHAW: I second the motion.

23 MR. ADAMS: Got a motion. Second by
24 Alton.

25 All in favor?

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1 BOARD MEMBERS: Aye.

2 MR. ADAMS: Any opposed?

3 (No verbal response.)

4 MR. ADAMS: Thank you, Dr. King.
5 Anything further?

6 DR. KING: No, sir. Just a note we will
7 be meeting for the additional top priorities that
8 you and the rest of the board has identified as
9 priorities. We will be meeting those and bringing
10 things forward pretty quickly over 2023.

11 MR. ADAMS: Great. Thank you, Dr. King,
12 for all of your hard work.

13 Finance committee: Jeremy.

14 MR. CUMMINS: All right. You've got
15 your finance information in your packets there.
16 Several expenditures as of October 31st are a little
17 higher this year than they were this time last year.
18 The exception of that category would be services,
19 which would include our contracts, which is about
20 \$30,000 lower.

21 Salary expenses are higher this year than
22 the prior year. We had a creation of new positions.
23 We also had a salary increase due to the SEC 2
24 increases for a majority of the board positions. So
25 that would be the reason for that.

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1 Compared to the fiscal year '22, travel is
2 up by about \$32,000. This is due to the COVID
3 restrictions being lifted. Also mileage rates were
4 increased to .625 per mile.

5 Total commodity expenses are higher due to
6 distance learning grants that were awarded to Howard
7 Industries. That was through a grant, but we did
8 have to hire a consultant, and that \$24,000 came out
9 of the board's budget for that consultant expense.

10 Total expenses are lower overall than last
11 year. The agency has only expended or obligated
12 about 35.37 percent of its budget. Last year this
13 time, we had expended 39.91 percent.

14 Our executive director raise was submitted
15 and approved by the State Personnel Board. So we
16 did make some groundwork with that. Hopefully, in
17 this next budget cycle, we'll be able to get her up
18 to what the board originally asked for. That will
19 be at least what we attempt to do.

20 As far as revenue, year to date we've
21 collected 1.962 million. In September we collected
22 \$834,380. October revenue collected was \$879,770.

23 Renewal fees for September and October were
24 higher than '22. That would be comparing not
25 RN-to-RN renewals but RN-to-LPN renewals. So they

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1 were a little bit higher.

2 We do expect to have an increase with the
3 renewals, but currently -- right before we came in,
4 Shan and Dr. King and myself did a little
5 calculation, I guess you would say. Currently,
6 we've got about 36.3 percent of RNs that have not
7 renewed as of today. So we've got a little ways to
8 go, and we should see some increased revenue coming
9 in, but that is just a little more detailed
10 breakdown there.

11 Currently, the board has 5.1 million dollars
12 in available cash. This cash is sufficient to meet
13 all operational expenses.

14 That's my report.

15 MR. ADAMS: Thank you, Mr. Cummins. Any
16 questions for Mr. Cummins?

17 Office of Nursing Workforce: Ms Culpepper.

18 MS. CULPEPPER: We have nothing to bring
19 forward.

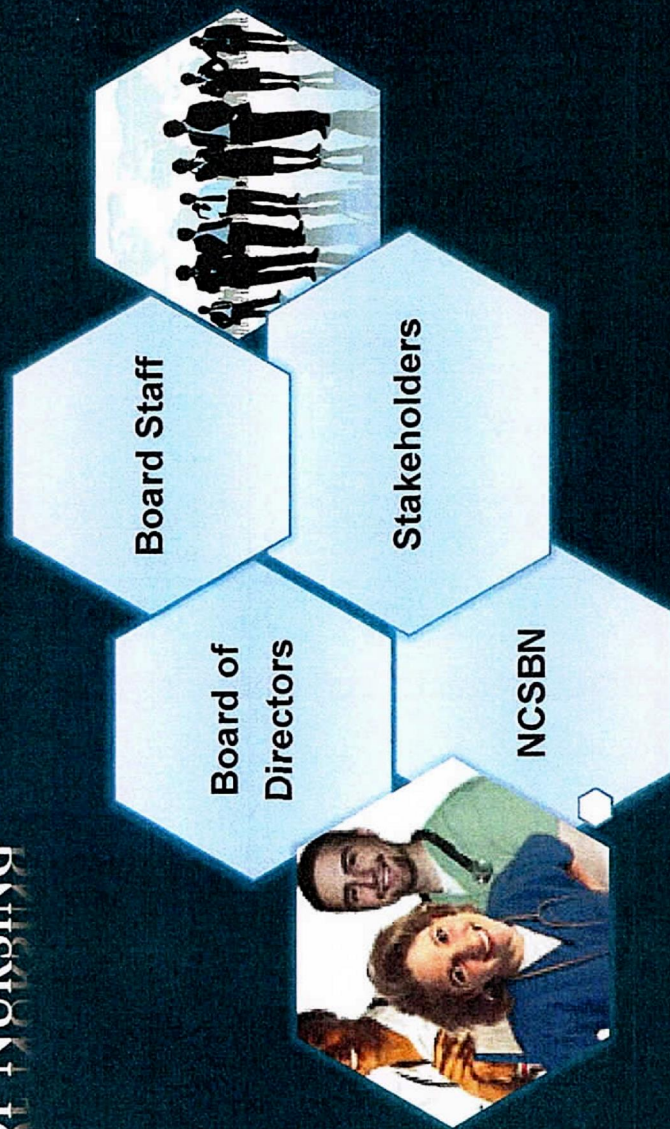
20 MR. ADAMS: Thank you. We do have a few
21 items for executive session. So I'd like to make a
22 motion to go into executive session.

23 MR. SHAW: I make a motion we go into
24 closed session to determine if executive session is
25 necessary.

BUSINESS MEETING

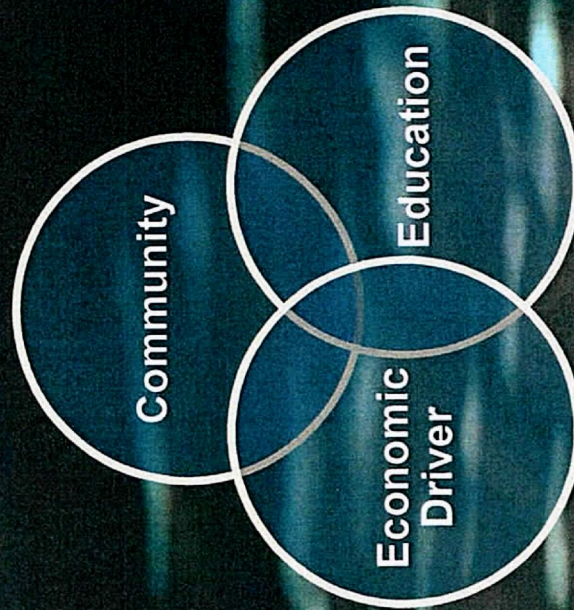
<p style="text-align: right;">Page 50</p> <p>1 MR. CUMMINS: Second.</p> <p>2 MR. ADAMS: All in favor?</p> <p>3 BOARD MEMBERS: Aye.</p> <p>4 DR. STEWART: Do we need to approve the</p> <p>5 finance report?</p> <p>6 MR. ADAMS: Yes, we do.</p> <p>7 MR. CUMMINS: I put that in the form of</p> <p>8 a motion to approve the finance report.</p> <p>9 MR. SHAW: Second. I second it.</p> <p>10 MR. ADAMS: Second. Motion and a</p> <p>11 second.</p> <p>12 DR. STEWART: To approve the finance</p> <p>13 report?</p> <p>14 MR. ADAMS: Yes.</p> <p>15 All in favor?</p> <p>16 BOARD MEMBERS: Aye.</p> <p>17 MR. ADAMS: Any opposed?</p> <p>18 (No verbal response.)</p> <p>19 MR. ADAMS: We'll move into executive</p> <p>20 session.</p> <p>21 (Board exits to executive session at</p> <p>22 12:06 P.M.)</p> <p>23 (Proceeding resumes on the record at</p> <p>24 12:27 P.M.)</p> <p>25 MR. ADAMS: We're back live. During</p>	<p style="text-align: right;">Page 52</p> <p>1 CERTIFICATE OF COURT REPORTER</p> <p>2 I, CYNTHIA HARRIS, Court Reporter and Notary</p> <p>3 Public, in and for the County of Scott, State of</p> <p>4 Mississippi, do hereby certify:</p> <p>5 That the foregoing pages contain a full,</p> <p>6 true, and correct transcription of all the</p> <p>7 proceedings taken by me at the time and place</p> <p>8 heretofore stated;</p> <p>9 That I am not kin or in anywise associated</p> <p>10 with any of the parties to said cause of action or</p> <p>11 their counsel, and that I am not financially</p> <p>12 interested in the action.</p> <p>13 IN WITNESS WHEREOF, I have hereunto set my</p> <p>14 hand and seal, this the 21st day of December, 2022.</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22 CYNTHIA HARRIS, RPR, CCR 1828</p> <p>23</p> <p>24</p> <p>25 MY COMMISSION EXPIRES: DECEMBER 10TH, 2025</p>
<p style="text-align: right;">Page 51</p> <p>1 executive session, there was no action taken. I</p> <p>2 would like to entertain a motion to adjourn.</p> <p>3 MS. CULPEPPER: I make a motion.</p> <p>4 MR. ADAMS: Make a motion - Sandra.</p> <p>5 MR. CUMMINS: Second.</p> <p>6 MR. ADAMS: Second by Jeremy.</p> <p>7 All in favor?</p> <p>8 BOARD MEMBERS: Aye.</p> <p>9 (Whereupon, the above-entitled</p> <p>10 proceeding concluded at 12:27 P.M.)</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	

FLAGSHIP BOARD - MS BOARD OF NURSING



UPDATES:

- 2023 NCSBN Mid-year Meeting (March 28-30, 2023/Seattle)
- 2023 NCSBN Annual Meeting (August 16-18, 2023/Chicago)
- FBI Audit



BOARD VISIBILITY

- NCSBN BOD Meeting
- Tri-Council Meeting (ANA, NLN, AONL, AACN, NCSBN)
- MCBL&F
- BON Capitol Day
- Tri-Regulatory Council Meeting (Washington, DC)
- Process Education Winter Meeting

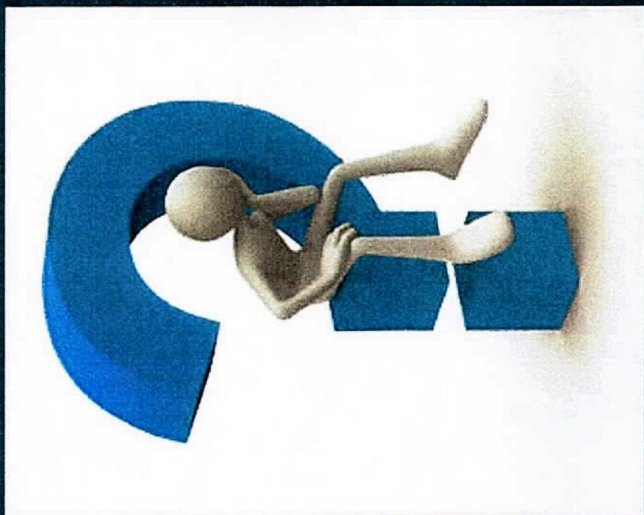
BOARD VISIBILITY

- BOML Hearings
- Senate Public Health & Welfare Hearings
- APRN Orientation
- NCSBN Education Consultant Meeting
- MCBL&F DEI Committee (S. Montgomery)
- Senate and House Appropriations Hearings
- PN Council
- Deans & Directors Council

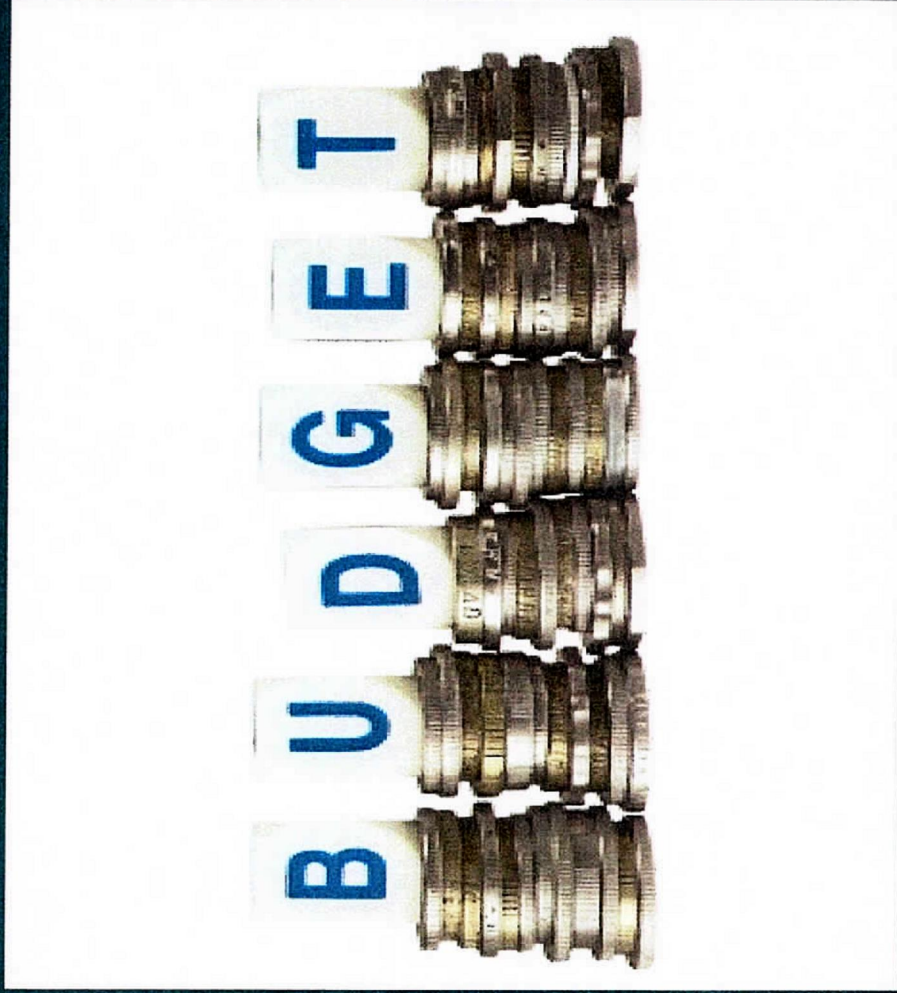
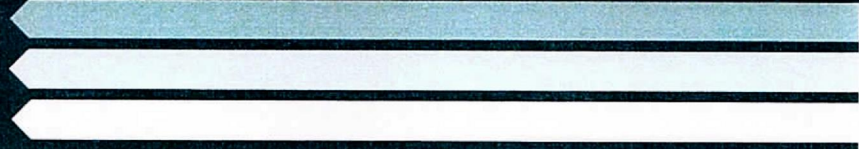
BOARD VISIBILITY

- Pearl River CC PN Program Presentation-Hattiesburg Campus
- MEC Capitol Day
- MSPB Workforce Wednesday Webinar
- MANA Meeting
- MS Delta Community College Presentation - MnVP

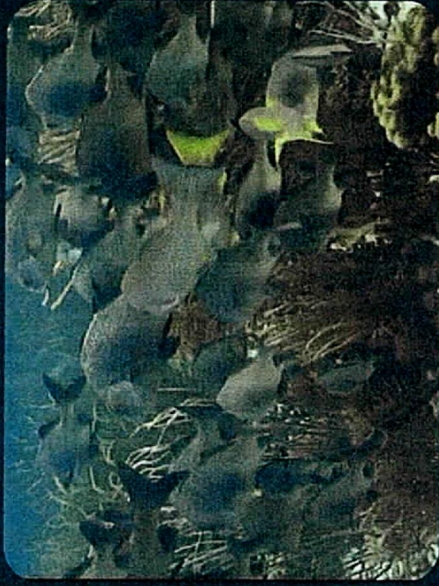
QUESTIONS



BUDGET



MISSISSIPPI BOARD OF NURSING QUESTIONS



Executive Director Report
February 10, 2023

Mississippi Board of Nursing

FY 23-24 Budget Updates

Agency Request FY 24 to Legislative Budget Office:

Budget Considerations

Although the Board had requested increases in most of the budget categories for FY24, the Legislative Budget Recommendation (LBR) provided level funding for the agency in all areas except for Salaries and Vehicles. We are seeking to restore what was originally requested and fully fund other areas of the agency that were not fully funded in FY23.

Salaries

Restore Eliminated Positions

During the last legislative session, the Board was granted two new positions, including an escalation of one position for Medical Cannabis. Due to numerous issues, the agency has had several vacancies during FY23. Numerous delays were experienced when hiring and promoting individuals as the new Department of Finance (DFA) Human Resource system, implemented in January, was incompatible with other systems.

The court reporter position start salary did not match the start salary as proposed and the nor did the Medical Cannabis Investigator. Based on the vacancies, the LBR recommended the elimination of two positions.

We request that these positions be restored, bringing our headcount back to 43.

Salary Progressions

As previously noted, the retention of nurses in Mississippi is an ongoing concern. This issue also affects retaining employees in the seven nursing positions within the agency. The Board employs a 2 DNP prepared Nurse Practitioners, a Registered Nurse Case Manager, a Registered Nurse who serves as the Education Program Development Supervisor, a Nurse Team Lead, and two Nurse IIIs. We are requesting to award the maximum salary progression allowable under the new SEC2 guidelines for each of these six employees. **Excluding the Ex. Director**. This ten percent salary increase will have a total cost, with fringe benefits, of \$60,204.

The Board is also requesting to award an average salary increase of five percent to all non-nursing positions. These will not be automatically awarded to the staff but will be based on job performance as documented by appraisal reviews, obtainment of training, and years of experience. The total cost for the staff salary progressions with fringe is \$107,392

The total needed for salary progressions of \$167,596 is shown in the chart below.

Travel

The agency requested a slight increase (\$5,000) in it FY24 travel budget due to the elimination of the Trip Optimizer System last year and also due to the increase in mileage rates that went into effect last July. The mileage rate recently increased again. Although this additional increase will have an impact on the agency, an additional increase is not requested.

TOTAL BUDGET REQUEST

Object of Expenses	Original Request	LBR	2024 Final Budget Request
Salaries	3,205,709	2,665,973	3,346,167
Travel	110,000	105,000	110,000
Contractual	1,190,198	1,127,591	1,190,198
Commodities	92,000	63,250	92,000
Capital Outlay - Equipment	15,000	15,000	15,000
Vehicles	25,000	25,000	25,000
Subsidies	917,500	917,500	917,500
TOTAL	5,555,407	4,919,314	5,695,865

Revenue and Cash

The Board of Nursing receives its revenue from licensure of all nursing professions. LPNs renew their licenses in even FY-numbered years, and RNs and Advanced Practice Nurses renew in odd FY-numbered years. Since more revenue is collected in odd number years, revenue analysis cannot occur in a single year. Over the past four years, the trend shows that revenue increased 4% from FY19 to FY21 and 10%

from FY20 to FY22. This trend is continuing as FY23 revenue is 4% higher than it was at the same was in December of FY21.

The cash balance on December 31st was just over \$8 million.

The revenue and cash balance is more than sufficient to meet this request.

October 2022 HEARINGS MINUTES

PUBLIC SUMMARY

The following Actions were decided by the Board October 3, 2022 – October 6, 2022. All information contained in this summary is public and is listed in compliance with Mississippi Public Records Act of 1983, 45 CFR Part 60, and the Social Security Act § 1128E & § 1921. For confirmation and the most up-to-date licensure and disciplinary information, visit our website at www.msbn.ms.gov.

NAME LICENSE NUMBER	ACTION	VIOLATION(S) OF THE NURSING PRACTICE LAW
Billups, Latasha P-338899	REVOKED	Miss. Code Ann. § 73-15-29 (1)(d) in that RESPONDENT had a license or privilege to practice as a registered nurse or a licensed practical nurse suspended or revoked in any jurisdiction, has voluntarily surrendered such license or privilege to practice in any jurisdiction, has been placed on probation as a registered nurse or licensed practical nurse in any jurisdiction or has been placed under a disciplinary order(s) in any manner as a registered nurse or licensed practical nurse in any jurisdiction, (a certified copy of the order of suspension, revocation, probation or disciplinary action shall be prima facie evidence of such action).
Buckner, Dominique P-337392	REMOVAL OF STIPULATIONS	
Clark, Kristi R-882233	REVOKED	Miss. Code Ann. § 73-15-29 (1)(d) in that RESPONDENT had a license or privilege to practice as a registered nurse or a licensed practical nurse suspended or revoked in any jurisdiction, has voluntarily surrendered such license or privilege to practice in any jurisdiction, has been placed on probation as a registered nurse or licensed practical nurse in any

October 2022 HEARINGS MINUTES

		jurisdiction or has been placed under a disciplinary order(s) in any manner as a registered nurse or licensed practical nurse in any jurisdiction, (a certified copy of the order of suspension, revocation, probation or disciplinary action shall be prima facie evidence of such action).
Gobin, Janet Paige, R-861879	REINSTATED	
Godbold, Whitney R-878689	12 MONTH PROBATION WITH DRUG RELATED STIPULATIONS	MISS. CODE ANN. § 73-15-29 (1) (l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules; namely, 30 Miss. Admin. Code Pt. 2820, R. 1.2 (F) (4) in that RESPONDENT practiced the profession while under the influence of alcohol or other mood-altering substances as evidenced by refusal to submit to a drug screen.
Jennings, Stacy R-893757	REVOKED	MISS. CODE ANN. § 73-15-29 (1) (f) in that RESPONDENT has negligently or willfully violated any order, rule or regulation of the board pertaining to nursing practice or licensure; namely, Miss. Admin. Code Pt. 2826 R.1.8 (A)(5) in that RESPONDENT failed and/or refused to report all alcohol or unauthorized substance use regardless of amount or route of administration; R. 1.8 (I) any confirmed positive drug screen for which the MnVP program has not received prior written authorization

October 2022 HEARINGS MINUTES

		and confirmation from an approved provider and any drug screen that is confirmed as adulterated or substituted specimen shall result in the nurse applicant ceasing nursing practice until further evaluation and receipt of written authorization to return to practice from the MnVP program; and R. 1.8 (F) Any noncompliance with the contract or unsuccessful termination from the program is unprofessional conduct and is in violation of the rules and laws regarding the practice of nursing and may be used to support any future disciplinary actions.
Peterson, Preston R-912710	REVOKED	MISS. CODE ANN. § 73-15-29(1)(f) in that RESPONDENT has negligently or willfully violated any order, rule or regulation of the Board pertaining to nursing practice or licensure, namely: Any noncompliance with the contract or unsuccessful termination from the program is unprofessional conduct and is in violation of the rules and laws regarding the practice of nursing and may be used to support any future disciplinary actions pursuant to Miss. Admin. Code Pt. 2826, R. 1.8(F).
Prisock, Victoria P-326303	24 MONTH PROBATION ?	MISS. CODE ANN. § 73-15-29 (1) (k) in that RESPONDENT had engaged in conduct likely to deceive, defraud or harm the public;
Lewis, Deshonda P-325302	REVOKED	MISS. CODE ANN. § 73-15-29(1) (k) in that RESPONDENT Engages in conduct likely to deceive, defraud or harm the public.

October 2022 HEARINGS MINUTES

<p>McCombs, Taylor R-890820</p>	<p>REVOKED</p>	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Misappropriation of drugs, supplies or equipment pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (H).</p> <p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Possessing, obtaining, furnishing or administering drugs to any person, including self, except as legally directed pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (R).</p>
<p>Puckett, Alicia R-866201</p>	<p>REVOKED</p>	<p>MISS. CODE ANN. § 73-15-29 (1) (k) in that RESPONDENT engages in conduct likely to deceive, defraud or harm the public.</p>
<p>Haire, Stacy P-329983</p>	<p>SUSPENSION STAYED/60 MONTH PROBATION WITH DRUG RELATED STIPULATIONS</p>	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT has engaged in unprofessional conduct as identified by the Board in its Rules, namely: Misappropriation of drugs, supplies or equipment pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (H).</p> <p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT has engaged in unprofessional conduct as identified by the Board in its Rules, namely: Conviction of a felony within the past five (5) years pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (A)</p>
<p>Longa, Tamara P-338184</p>	<p>REVOKED</p>	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT has engaged in unprofessional conduct as identified by the board in its Rules, namely: Conviction of a felony within the</p>

October 2022 HEARINGS MINUTES

		past five (5) years. 30 Miss. Admin. Code Pt. 2820, R. 1.2 (A).
Phillips/Diffie, Amanda R-888522	SUSPENSION STAYED/ 60 MONTH PROBATION WITH DRUG RELATED STIPULATIONS	MISS. CODE ANN. § 73-15-29 (1) (d) in that RESPONDENT has had a license or privilege to practice as a registered nurse or a licensed practical nurse suspended or revoked in any jurisdiction, has voluntarily surrendered such license or privilege to practice in any jurisdiction, has been placed on probation as a registered nurse or licensed practical nurse in any jurisdiction or has been placed under a disciplinary order(s) in any manner as a registered nurse or licensed practical nurse in any jurisdiction, (a certified copy of the order of suspension, revocation, probation or disciplinary action shall be prima facie evidence of such action);
Rushing, Maxie R-903852	SUSPENSION STAYED/ 12 MONTH PROBATION WITH DRUG RELATED STIPULATIONS	MISS. CODE ANN. § 73-15-29 (1) (g) Has falsified or in a repeatedly negligent manner made incorrect entries or failed to make essential entries on records; MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: 30 Miss. Admin. Code Pt. 2820, R. 1.2 (F)(2) Practicing the profession while under the influence of alcohol or other mood altering substances as evidenced by any of the following: Pattern of abuse or habitual abuse of authorized or unauthorized medications.
Nelson, Anna Kate R-877297	NURSING LICENSE REINSTATED	

October 2022 HEARINGS MINUTES

Roby, Shawanda P-334056	REPRIMAND/FINE/ EDUCATIONAL COURSES	MISS. CODE ANN. § 73-15-29 (1)(I) in that RESPONDENT has engaged in unprofessional conduct as identified by the board in its rules, namely: Practicing the profession while under the influence of alcohol or other mood-altering substances as evidenced by any of the following: Refusal to submit drug screen pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (F)(4).
Spencer, Timothy P-324288	REINSTATED	
Scott, Tyler P-326724	REVOKED	MISS. CODE ANN. § 73-15-29 (1) (c) in that RESPONDENT has negligently or willfully acted in a manner inconsistent with the health or safety of the persons under the licensee's care;
Toler, Abby P-329967	SUSPENSION STAYED/ 12 MONTH PROBATION WITH DRUG RELATED STIPULATIONS	MISS. CODE ANN. § 73-15-29 (1) (d) in that RESPONDENT has had a license or privilege to practice as a registered nurse or a licensed practical nurse suspended or revoked in any jurisdiction, has voluntarily surrendered such license or privilege to practice in any jurisdiction, has been placed on probation as a registered nurse or licensed practical nurse in any jurisdiction or has been placed under a disciplinary order(s) in any manner as a registered nurse or licensed practical nurse in any jurisdiction, (a certified copy of the order of suspension, revocation, probation or disciplinary action shall be prima facie evidence of such action); MISS. CODE ANN. § 73-15-29 (1) (I) in that RESPONDENT engaged in unprofessional conduct as defined

October 2022 HEARINGS MINUTES

		by the board and its rules, Namely, 30 Miss. Admin. Code Pt. 2820, R. 1.2 (Z) Abandoning patients;
Tinsley, Kenneth R-858628, NP	SUSPENSION STAYED/ 18 MONTH PROBATION	MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDANT has engaged in unprofessional conduct as identified by the Board in its Rules, namely: Violating confidentiality of information or knowledge concerning the patient pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (N).
Wells, Jessica P-330271	REVOKED	MISS. CODE ANN. § 73-15-29 (1) (f) in that RESPONDENT has negligently or willfully violated any order, rule or regulation of the board pertaining to nursing practice or licensure;
Biggins, Robert P-339185	REVOKED	MISS. CODE ANN. § 73-15-29 (1) (c) negligently or willfully acted in a manner inconsistent with the health or safety of the persons under the licensee's care;

October 2022 AGREED SETTLEMENT MINUTES

PUBLIC SUMMARY

The following Actions were entered into by the Board and Licensee, or applicant for Licensure, via Agreed Settlement Proposal for consideration by the Board's Hearing Panel on or around **October 4th, 2022**. These actions were approved and adopted by the Board, pursuant to 30 Miss. Admin. Code Part 2825, R. 1.5. All information contained in this summary is public and is listed in compliance with Mississippi Public Records Act of 1983, 45 CFR Part 60, and the Social Security Act § 1128E & § 1921. For confirmation and the most up-to-date licensure and disciplinary information, visit our website at www.msbn.ms.gov.

NAME LICENSE NUMBER	ACTION	VIOLATION(S) OF THE NURSING PRACTICE LAW
Addison, Matthew	VOLUNTARY SURRENDER	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Misappropriation of drugs, supplies or equipment pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (H).</p> <p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Possessing, obtaining, furnishing or administering drugs to any person, including self, except as legally directed pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (R).</p>
Brunston, Emily	VOLUNTARY SURRENDER	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Possessing, obtaining, furnishing or administering drugs to any person, including self, except as legally directed pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (R).</p>
Collins, Carrie	VOLUNTARY SURRENDER	<p>MISS. CODE ANN. § 73-15-29(1)(l) in that RESPONDENT engaged in any unprofessional conduct as identified by the Board in its rules, namely: Possessing, obtaining, furnishing or administering drugs to any person, including self, except as legally directed pursuant to 30 Miss. Admin. Code Pt. 2820, R. 1.2 (R).</p> <p>MISS. CODE ANN. § 73-15-29 (1) (g) Has falsified or in a repeatedly negligent manner</p>

October 2022 AGREED SETTLEMENT MINUTES

		made incorrect entries or failed to make essential entries on records;
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Mississippi Board of Nursing

713 S. Pear Orchard Rd., Plaza II, Suite 300, Ridgeland, MS 39157

AGENDA

COMPLIANCE COMMITTEE MEETING

FRIDAY, FEBRUARY 10, 2023

10:00 A.M.-713 S. PEAR ORCHARD ROAD, STE. 300
RIDGELAND, MS 39157

- A. Approval of December 9, 2022 Minutes.
- B. Actions taken by staff in December 2022 and January 2023.
 - 1. Stipulations Removed
 - 2. Letters of Concern Issued
 - 3. Compliance Affidavits/Agreed Orders Signed
 - 4. Non-Compliance Affidavits Issued
 - 5. Non-Compliance Affidavits Signed
 - 6. Files referred to Legal Division for Disciplinary Action
- C. Other Business
 - Non-Compliance Affidavit
 - 1. Paul Block, R 893398
- D. Request from Respondents
 - 1.
- E. Adjournment

** The information contained in this packet is confidential. Please maintain confidentiality and bring the attachments with you to the meeting.

**COMPLIANCE COMMITTEE REPORT
DECEMBER 2022 AND JANUARY 2023**

COMPLIANCE REPORT FOR: DECEMBER JANUARY

Compliance Removal of Stipulations	(1)	(0)
RNP Removal of Stipulations	(0)	(0)
Letter of Concerns #1 Issued	(1)	(2)
Letter of Concerns # 2 Issued	(2)	(2)
Non-Compliance Affidavit Issued	(3)	(1)
Compliance Conferences	(2)	(4)
Board Orders Received	(4)	(0)
Board Orders Received Year to Date	(9)	(9)
Agreed Settlement Proposals Received	(6)	(0)
Agreed Settlement Proposal Year to Date	(1)	(0)
Referrals to Case Review	(0)	(1)
MvP Cases Received from Case Review	(0)	(1)
MvP Conferences	(0)	(0)
MvP Referral to Legal	(0)	(2)
Staff-Level Approval of Extension Request	(0)	(0)
Fulfillment of Requirements Letters Issued	(2)	(2)
Misc. Letters Mailed	(5)	(3)

Subject: Compliance Committee Meeting

Date: December 9, 2022

Location: 713 S. Pear Orchard Road, Ste. 300
Ridgeland, MS 39157

Members in Attendance: Janie Clanton, RN
Lacey Gentry, RN via telephone
Sandra Culpepper, LPN
Nancy Norris-Johnson, LPN
Laura Moore, FNP C

Members Absent: Jan Collins, Consumer

Others Present: Deann Saltzman, General Counsel
Brandon Walker, Associate Attorney
Vera Rucker, Compliance Officer
Rebecca Martin, Compliance Officer

Opening Remarks: The meeting was called to order by Laura Moore, FNP C at 10:37 a.m.

Approval of Minutes: The minutes of the October 2022 Compliance Committee the meeting was approved.

Motion 1: MSC: Culpepper/Clanton moved that the Compliance Committee meeting be closed to determine whether or not an Executive Session should be declared.

Favor: Clanton/Culpepper/Norris-Johnson/Moore
Oppose: None

Motion 2: MSC: Culpepper/Clanton moved that the deliberations and finding concerning nurse licensees who are being investigated by

the Compliance Committee of the Board as a result of having a restricted license is proper for Executive Session with the Board. staff present in Executive Session solely for the purpose of providing the necessary assistance to such Committee.

Favor: Clanton/Culpepper/Norris-Johnson/Moore
Oppose: None

Motion 3: MSC: Culpepper/Clanton move that the Board's Compliance Committee adopt the recommendation that the following affidavit/formal reprimand be presented to the Board for ratification.

Name	License Number
Lorraine Gaddis	R741224

Favor: Clanton/Culpepper/Norris-Johnson/Moore
Oppose: None

Motion 4: MSC: Culpepper/Clanton move that the Board's Compliance Committee deny **Licensee R873798** request to entirely remove certain restrictions currently placed upon his license by the Board's Final Order of August 26, 2022. Due to extenuating circumstances surrounding employment of **RESPONDENT**, the Board's Compliance Committee does hereby Order that **RESPONDENT'S** Indirect Supervision Conditions contained in paragraph three (3) on page three (3) be removed as written and replaced with the following:
RESPONDENT shall work only regularly assigned, identified and predetermined unit(s). **RESPONDENT** shall not be employed by a nurse registry, temporary nurse employment agency hospice or home health agency. **RESPONDENT** shall not be self-employed or contract for services. Multiple employers are prohibited.
WHEREAS the amended language for paragraph three (3) has been approved by the Board's Compliance Committee, the Indirect Supervision requirement is only removed for the duration and for as long as **RESPONDENT** is employed by Quality Correctional Health Care on the night shift at Hinds County Raymond Detention Center. **RESPONDENT** agrees to make reasonable efforts to obtain a different position so that the Indirect Supervision requirement may be reinstated. If **RESPONDENT** acquires a different position other than night shift at Hinds County Raymond Detention Center, paragraph three (3) on page three (3) of the Board's Final Order dated August 26, 2022 will go into effect as originally ordered and written and the amended language above will be removed

Favor: Favor: Clanton/Collins/Culpepper/Gentry/Norris-Johnson/Moore
Oppose: None

Motion 5: MSC: Clanton/Culpepper move that the Board's Compliance Committee go out of Executive Session.

Favor: Clanton/Culpepper/Norris-Johnson/Moore
Oppose: None

Compliance

Report: Vera Rucker presented the following information for the Compliance Report for October and November 2022.

COMPLIANCE REPORT FOR: **October** **November**

Compliance Removal of Stipulations	(6)	(4)
RNP Removal of Stipulations	(1)	(0)
Letter of Concerns #1 Issued	(1)	(2)
Letter of Concerns # 2 Issued	(0)	(1)
Non-Compliance Affidavit Issued	(0)	(3)
Compliance Conferences	(3)	(2)
Board Orders Received	(0)	(5)
Board Orders Received Year to Date	(0)	(2)
Agreed Settlement Proposals Received	(0)	(5)
Agreed Settlement Proposal Year to Date	(5)	(5)
Referrals to Case Review	(0)	(1)
MvP Cases Received from Case Review	(0)	(1)
MvP Conferences	(0)	(0)
MvP Referral to Legal	(0)	(0)
Staff-Level Approval of Extension Request	(3)	(1)

Other Business: The Compliance Committee denied the Affidavit and Formal Reprimand issued to License Number P-326161 and referred the case to the Legal Division for a show cause hearing. The Compliance Committee reviewed of Licensee Number R-873798. The Compliance Committee denied **Licensee R873798** request to entirely remove certain restrictions currently placed upon his license by the Board's Final Order of August 26, 2022. Due to extenuating circumstances surrounding employment of **RESPONDENT**, the Board's Compliance Committee does hereby Order that **RESPONDENT'S** Indirect Supervision Conditions contained in paragraph three (3) on page three (3) be removed as written and replaced with the following:

RESPONDENT shall work only regularly assigned, identified and predetermined unit(s). **RESPONDENT** shall not be employed by a nurse registry, temporary nurse employment agency hospice or home health agency. **RESPONDENT** shall not be self-employed or contract for services. Multiple employers are prohibited.

WHEREAS the amended language for paragraph three (3) has been approved by the Board's Compliance Committee, the Indirect Supervision requirement is only removed for the duration and for as long as **RESPONDENT** is employed by Quality Correctional Health Care on the night shift at Hinds County Raymond Detention Center. **RESPONDENT** agrees to make reasonable efforts to obtain a different position so that the Indirect Supervision requirement may be reinstated. If **RESPONDENT** acquires a different position other than night shift at Hinds County Raymond Detention Center, paragraph three (3) on page three (3) of the Board's Final Order dated August 26, 2022 will go into effect as originally ordered and written and the amended language above will be removed.

Adjournment: There being no further business the meeting adjourned at 11:00 a.m.