

**In the Matter of:**

**STATE OF MS. BOARD OF NURSING**

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*MEETING , BUSINESS*

*July 21, 2023*

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THE MISSISSIPPI BOARD OF NURSING  
BUSINESS MEETING

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JULY 21, 2023

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PROCEEDINGS

Taken on Friday, July 21, 2023,  
at approximately 11:11 a.m.  
at the Mississippi Board of Nursing,  
713 South Pear Orchard Road, Suite 300,  
Ridgeland, Mississippi

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APPEARANCES :

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LAURA MOORE, MSN, NP-C (VICE PRESIDENT)  
JEREMY CUMMINS, LPN, LNHA (TREASURER)  
JANIE CLANTON, RN, (SECRETARY)  
NANCY NORRIS-JOHNSON, LPN, II, CPT  
CARLY WALKER, LPN  
MARY STEWART, Ph.D., RN  
LACEY GENTRY, MSN, RN  
RENIA DOTSON, M.D.  
MELISSA KING, DNP, FNP (VIA ZOOM)  
T. J. ADAMS, RN, BSN, MSHA (VIA ZOOM)  
ALTON SHAW, FNP-C (VIA ZOOM)

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1 PROCEEDINGS

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3 MS. CULPEPPER: Good morning.  
4 Welcome to the business meeting for the  
5 Mississippi Board of Nursing for July 21st,  
6 2023. It is 11:11 a.m., and I would like to  
7 declare that we do have a quorum.

8 And the first order here is the  
9 approval of the agenda. Can I get a motion on  
10 the approval of the agenda?

11 MS. NORRIS-JOHNSON: I make a motion.

12 MR. CUMMINS: I'll second.

13 MS. CULPEPPER: At this time we'll go  
14 to a vote. All those that accept, please say  
15 aye.

16 BOARD PANEL: Aye.

17 MS. CULPEPPER: Anyone that abstains?  
18 (No verbal response.)

19 MS. CULPEPPER: We'll go to open  
20 forum. Do we have anyone in regards to open  
21 forum that would like to speak?

22 Let me step back for just one moment.  
23 I got ahead of myself. And I would like to open  
24 the business meeting with prayer.

25 Ms. Nancy Johnson, would you like to

1 open us with prayer?

2 MS. NORRIS-JOHNSON: Let's bow our  
3 heads.

4 (Prayer.)

5 MS. CULPEPPER: All right. Now to  
6 move on to anyone from the public that would  
7 like to speak at this time.

8 (No verbal response.)

9 MS. CULPEPPER: Okay. And next we're  
10 going to move on to the legislative update.  
11 Mr. Bobinger, do you have anything?

12 MR. BOBINGER: Yes, ma'am, I do.  
13 That was quick. I was still pulling my papers  
14 out.

15 Good morning to everybody. I think I  
16 spoke to most everybody prior to the meeting.  
17 Dr. Johnson, I told her, I didn't know what her  
18 title was: President, Dr. Johnson, executive  
19 director. But in any event, it's good to be  
20 here today and address the board.

21 I just want to mention a couple of  
22 obvious things. If you watch any local TV,  
23 you've seen these political races are heating  
24 up, particularly some of the statewide races.  
25 Next week we have the Neshoba County Fair. For

1 those who may be interested, if you've never  
2 been, it's an interesting experience, but you  
3 better like sweating and red dirt. So if you  
4 don't like those things, I wouldn't necessarily  
5 advise going. But there will be some heated  
6 debate under the pavilion, no pun intended, as  
7 well as outside the pavilion.

8 But we do have these races coming up.  
9 You know, these folks that are elected,  
10 regardless at the legislature or the state  
11 level, obviously have a huge impact on policy  
12 for the State of Mississippi. And that --  
13 certainly health care is no exception to that.  
14 It -- you know, it has a big impact. So  
15 obviously we'll be following those races  
16 closely.

17 We talk about our -- it's been  
18 somewhat perineal the last few years -- full  
19 practice authority legislation. I think,  
20 Dr. Johnson, we can say there's been some very  
21 preliminary discussions or talk, but nothing too  
22 far down the road. We do want to emphasize we  
23 want all stakeholders involved in every  
24 classification that may be impacted to have a  
25 seat at the table discussing a bill for next

1 session.

2 I think, you know, we want everybody  
3 together, and I think it's been difficult to do  
4 much until after the elections occur, you know,  
5 so things are set.

6 You also, since it's the beginning of  
7 a new term, you have new committees appointed.  
8 I mean, it's the same committees, but you have  
9 new members. Now, I would suspect, depending on  
10 how the elections go, those would remain  
11 relatively intact. If for some reason there  
12 were changes, then you could have some big  
13 change-ups.

14 I wanted to mention some other issues  
15 that we may see. One -- Ms. Gentry, I know  
16 you've had a fond spot for it. Dr. Stewart, you  
17 will as well in your new capacity. But enhanced  
18 nurse educator compensation, I know that's an  
19 issue. Dr. Johnson, we've discussed -- I know  
20 the board of nursing has been very supportive of  
21 that. I know working with IHL, the deans and  
22 directors, the community colleges, we all know  
23 the challenges, Madam Chair, with recruiting and  
24 retaining nursing -- nurses and professionals of  
25 all categories. But you've got to have adequate



1 capacity to create and train those nurses in the  
2 first place. And I think one way you do that is  
3 be competitive in your pay for your educators.  
4 So that's something that I think we can see and  
5 the board certainly has supported.

6           You could see a possible bill dealing  
7 with the makeup of the board. You remember last  
8 year you guys got an early draft of a bill. It  
9 was actually the full practice authority bill.  
10 There was some language inserted that would  
11 tweak the current composition of the board.  
12 That didn't really get any traction last year.  
13 Don't know that it will this year. But it's  
14 something we'll just keep an eye on and be  
15 looking at to, you know, make sure that it's  
16 something this board, our director and staff,  
17 everybody is comfortable with it if there is  
18 legislation proposed.

19           Hospitals. Our favorite topic,  
20 right? It just seems like we continue to see  
21 articles about layoffs and cuts, and not just  
22 from one area of the state, but from the north  
23 to the south. I mean, it seems -- and kind of  
24 east to west. So the legislature did do two  
25 things. You remember they passed the bill that

1 would allow consolidation, mergers, make it  
2 easier, also collaboration agreements. That's  
3 just something to try to make it a little easier  
4 to help support particularly some of the smaller  
5 rural hospitals, but it could apply to anyone.  
6 That passed. And also the legislature  
7 appropriated just over \$100 million to go out  
8 statewide. Which that's a lot of money, but  
9 then again, when you have to divide it among all  
10 the hospitals, it goes pretty fast. But I think  
11 that was an effort, to the legislature's credit,  
12 of trying to, you know, at least hold things  
13 together until this next session. That's why I  
14 bring it up.

15 I think we're going to see a lot more  
16 discussion about our hospitals and our health  
17 care system, how we're going to fund those for  
18 the long term, what's going to need to be done  
19 to sustain the system. So I think -- and that  
20 can lead into discussions whether you're for or  
21 against about Medicaid expansion or some form of  
22 that, some way to provide funding longer term  
23 where we don't lose anymore hospitals. Of  
24 course, you've also got the big concern -- not  
25 just with the general services of the hospital,

1 but the acute care, the emergency aspect of it  
2 as well.

3           The other thing I wanted to mention,  
4 I think we'll hear more about some bills to --  
5 for recruitment and retention of nursing  
6 professionals. You know, Dr. Johnson, Chairman  
7 Mims reached out to us prior to last session  
8 about income tax credits. That's an example or  
9 doing things to try and help retain, as well as  
10 recruit, new nursing professionals. I assume  
11 we'll see several bills of that nature.

12           The last thing I'll mention is in the  
13 mental health area, there's been more talk about  
14 possibly, and I'll put quotations around that,  
15 trying to do something more with acute care beds  
16 that could be geographically spread across the  
17 state for these involuntary commitments in  
18 emergency situations. I think it was St.  
19 Dominic just closed their mental health  
20 services. So you get into a situation where you  
21 have some of those folks being put in jail  
22 because there's nowhere -- and I think we all  
23 agree sick people don't need to be in jail, nor  
24 do the law enforcement officials want them in  
25 their jails.

1                   So hopefully -- and there was a bill  
2    passed this last session that I think got a good  
3    start, but there's more to be done. And I think  
4    you'll hear about that as well coming out of the  
5    public health committees and possibly some other  
6    committees in the '24 session.

7                   Anybody got any questions? If not,  
8    I'll conclude. Thank you very much.

9                   MS. CULPEPPER: Thank you.

10                  DR. KING: Ms. Sandra, Madam Chair,  
11    can I ask Mr. Bobinger a question?

12                  MS. CULPEPPER: Yes.

13                  DR. KING: Hey, Trey. From the  
14    Senate bill that passed for the collaboration  
15    and of the hospitals with the appropriated 103  
16    million, that is still being -- like, they're  
17    going to have to take that back up in the  
18    session to see how to appropriate it because of  
19    some of the red tape and parameters that were  
20    around that; is that correct? So that money has  
21    not yet been able to have the definitions behind  
22    it to allocate it to specific facilities across  
23    the state.

24                  MR. BOBINGER: Ms. King, I will have  
25    to check that. I don't know if it will require

1 legislation or will it be through the Department  
2 of Health, the promulgation of some additional  
3 rules and regulations. Do you follow me? As to  
4 how they want to -- you remember in the bill,  
5 they made a big distinction about hospitals that  
6 had less than 100 beds, and those that had in  
7 excess of 100 beds. And also remember it also  
8 factored in: Did you provide acute care and  
9 emergency services, like ER services.

10 So there was kind of a basic  
11 formulary for doing that. But I'll be glad to  
12 check into that and let you know. There very  
13 well may be -- they may need to tweak something  
14 or it may be an administrative issue where they  
15 have to promulgate some more rules and regs on  
16 how the money would be, you know, appropriated  
17 out to the different hospitals.

18 DR. KING: Okay. All right. Well,  
19 great. Thank you for checking into that for us.

20 MR. BOBINGER: Thank you very much.

21 MS. CULPEPPER: Thank you,  
22 Mr. Bobinger.

23 MR. BOBINGER: Thank you.

24 MS. CULPEPPER: Next we have -- I  
25 would like to welcome Dr. Renia Dotson, our

1 newest appointment, to the board of nursing.

2 And at this time I would like for Dr. Dotson to  
3 join me up here so that I can swear you in.

4 (Dr. Dotson sworn in.)

5 MS. CULPEPPER: And while I'm up  
6 here, I want to go ahead and follow up with --  
7 we have received some certificates from the  
8 governor's office for our reappointments and  
9 confirmations that we would like to present. If  
10 you could, come up, Ms. Carly Walker.

11 Next, Ms. Janie Clanton.

12 DR. JOHNSON: And next we have board  
13 president -- Madam President Sandra S.  
14 Culpepper, "All to whom these presents shall  
15 come" -- reading -- "In the name of the State of  
16 Mississippi, I, Tate Reeves, acting under the  
17 authority vested in the Governor by the  
18 Constitution and laws of the State of  
19 Mississippi, do hereby appoint Sandra S.  
20 Culpepper to the Mississippi Board of Nursing to  
21 hold office until removed or replaced in  
22 accordance with the laws of the State.

23 Given under my hand." And signed by  
24 the Honorable Tate Reeves and the Honorable  
25 Michael Watson, Secretary of State.

1 MS. CULPEPPER: And the last one is  
2 Mr. T. J. Adams has been reappointed and  
3 confirmed. He is not available today, but we  
4 will make sure to get this to him as soon as  
5 possible.

6 All right. Next order of business,  
7 we have the Office of Nursing Workforce Report,  
8 and I believe Dr. Johnson --

9 DR. JOHNSON: I'm deferring to the  
10 new chair of the Office of Nursing Workforce,  
11 our board member, Ms. Janie Clanton.

12 MS. CULPEPPER: Thank you,  
13 Dr. Johnson.

14 MS. CLANTON: Okay. Coming from the  
15 Office of Nursing Workforce, we aim to  
16 distribute approximately \$842,100 in scholarship  
17 funds to support the development and retention  
18 of a diverse nursing workforce, enhance nurse  
19 mentorship, increase the presence of the APRNs  
20 in rural areas, expand the number of nurse  
21 educators at the community college level and the  
22 baccalaureate level.

23 The criteria for our scholarship  
24 that's in the updates is the retention --  
25 workforce retention. We want to partner with

1 schools that will be required to disburse the  
2 funds and awards within the following ranges per  
3 fiscal year. The undergraduate students, it's  
4 anywhere from a minimum of \$1,000 to \$5,000 for  
5 the awardee. The advanced degrees, which is the  
6 master's, the doctorate, and the Ph.D., is going  
7 to be up to \$7,000 per fiscal year.

8           With -- upon receipt of these  
9 scholarships, they are going to have to sign a  
10 retention clause, and the proposed retention  
11 clause will be time -- we'll figure that out in  
12 time to come.

13           Some more of the ideas that we had is  
14 the APRN placement in rural areas. So according  
15 to that, we want to increase the APRNs in rural  
16 areas, and this is aiming to drive healthcare  
17 needs in some of the underserved communities by  
18 providing financial support and incentives to  
19 those APRNs to pursue careers in that rural  
20 setting.

21           Again, diversity in nursing: We want  
22 to encourage applicants to the board from all  
23 under-represented groups.

24           And then the nurse educator  
25 development, we want to enhance the ability of



1 qualified nurse educators. And a portion of  
2 this scholarship could be allotted to supporting  
3 individuals pursuing a career in nursing  
4 education at the community college and at the  
5 baccalaureate level. We aim to address the  
6 shortage of nurse educators and enhance the  
7 pipeline of future nursing facilities.

8 By expanding the scholarship criteria  
9 to include some of these versatile components,  
10 the ONW scholarship program will have a broader  
11 impact on workforce development, mentorship,  
12 diversity, and education in the nursing field.

13 So my motion today is to approve the  
14 \$842,100 in the scholarship funds for the  
15 nursing workforce.

16 MS. CULPEPPER: Do I have a second on  
17 that?

18 MR. CUMMINS: Second.

19 MS. CULPEPPER: Is there any  
20 discussion?

21 DR. STEWART: Madam Chair, just as a  
22 matter of comment, some of you are probably  
23 aware, but -- and I'm speaking about  
24 baccalaureate and higher degree programs, but  
25 the accrediting group for baccalaureate and

1 higher degree programs is shifting their  
2 accreditation standards from degree-focused to  
3 whether graduates are entering practice as first  
4 entry or advanced entry.

5 And so I would just encourage us to  
6 think about making sure that our language is not  
7 limiting because within the next year, we'll no  
8 longer have for the baccalaureate and higher  
9 degree, DMP essentials, MSN essentials and BSN  
10 essentials. There will only be entry to  
11 practice and there will be advanced practice.  
12 They're moving away from the degree language.

13 So -- and IHL has, as you all know,  
14 approved the exploration of an early -- of an  
15 entry level master's level program for the  
16 state, which will be the first one in the state,  
17 but it is not something that's new to the  
18 country. They've been going on for about  
19 20 years. So just as we're doing this, I just  
20 want us to be aware of some of the language  
21 because I heard the degrees in there, and that  
22 may not be necessarily applicable in the near  
23 future.

24 MS. CULPEPPER: That will be noted,  
25 Dr. Stewart. Thank you. Any other discussion?

1 DR. KING: Madam Chair, if I may, can  
2 I ask Ms. Clanton a question?

3 MS. CULPEPPER: Yes.

4 DR. KING: From the -- whenever you  
5 said APRNs in rural areas, are we excluding  
6 APRNs from other areas? And I don't know what  
7 the most recent evidence-based data shows for  
8 APRNs, but it didn't seem like there was a  
9 shortage of APRNs for rural areas. That was  
10 more of the physician status. But not APRNs  
11 from those rural areas. So I'm just trying to  
12 make sure we're not being exclusive of -- or  
13 putting language in there that would be  
14 restrictive, I guess.

15 MS. CLANTON: Exactly. This is kind  
16 of preliminary, and we are looking into it, but  
17 we want to drive some of the APRNs to look at  
18 some of the areas that are lacking. Like you  
19 said, doctors are lacking nurses, and they're  
20 lacking APRNs, so we want to kind of drive them  
21 to the more that are in need at this particular  
22 time.

23 DR. KING: Is there a way -- do we  
24 have the data right now to show current state of  
25 APRNs associated across our geography in the

1 state and where they're located currently to  
2 make sure that we're just not using that term  
3 "rural" for when we -- and it ends up being an  
4 exclusivity-type issue?

5 MS. CLANTON: I don't know if the  
6 website posts a geographical location.

7 DR. JOHNSON: No. These are all  
8 suggestions that came out -- that the Office of  
9 Nursing Workforce committee will be meeting with  
10 the director of Office of Nursing Workforce to  
11 work out the particulars. It was not to -- it  
12 will not involve everybody -- and as Ms. Clanton  
13 was reading, it says a portion of those  
14 scholarship funds will be dedicated. That's a  
15 suggestion. But that is yet to be determined  
16 how all of this is going to be disseminated or  
17 worked out. They just wanted the board to be  
18 aware. This is for informational purposes.

19 The primary objective today is to  
20 approve the funding for the scholarship funds  
21 that will be going out within the next couple of  
22 months.

23 But duly noted. And those are things  
24 that the chair can take back. And I understand  
25 you all will be meeting probably the first week

1 in October -- not October. August. To work out  
2 the particulars of how this information and  
3 agreement on some of these things that you have  
4 suggested would be carried forward. So any  
5 input from any of the board members are indeed  
6 welcome, but that's something that the ONW  
7 committee, which consists of our board members,  
8 will be meeting with the office -- or the  
9 director of Nursing Workforce and then coming  
10 back for further dissemination of information in  
11 the next board meeting.

12 DR. STEWART: Madam Chair, so for  
13 clarification, the motion is that we approve the  
14 amount?

15 MS. CLANTON: The motion is just for  
16 the amount of \$842,100 for the Office of Nursing  
17 Workforce. The four things that I had listed  
18 was just some ideas that were thrown about.

19 MS. STEWART: Thank you.

20 MS. CULPEPPER: Any further  
21 discussion?

22 (No verbal response.)

23 MS. CULPEPPER: Okay. I'm going to  
24 ask for a vote. All of those that accept, say  
25 aye.

1 BOARD PANEL: Aye.

2 MS. CULPEPPER: Any opposed?

3 (No verbal response.)

4 MS. CULPEPPER: Any abstain?

5 (No verbal response.)

6 MS. CULPEPPER: All right. We're  
7 going to move on to the Practical Nursing  
8 Education report.

9 DR. JOHNSON: Madam President, did  
10 the board members that are on the Zoom vote? I  
11 did not hear an aye or --

12 MS. CULPEPPER: Thank you,  
13 Dr. Johnson. So, Dr. King, did you vote to  
14 accept this?

15 DR. KING: Yes, I did.

16 MS. CULPEPPER: Thank you. So at  
17 this point we will move on to the Practical  
18 Nursing Education report.

19 DR. KING: I think you have T. J. and  
20 Alton on virtual as well.

21 MS. CULPEPPER: Okay. I'm sorry. I  
22 just saw them. So T. J.

23 MR. ADAMS: Yes.

24 MS. CULPEPPER: Do you want to  
25 confirm that you accept that vote?

1 MR. ADAMS: Yes, I vote to approve.

2 MS. CULPEPPER: Alton Shaw. Alton  
3 Shaw. Do you accept that vote?

4 (No verbal response.)

5 MS. CULPEPPER: I will note, for the  
6 record, there was no response from the Zoom.

7 Next we'll move on to Practical  
8 Nursing Educational report. Dr. Burks.

9 DR. BURKS: Good morning, Madam  
10 President. I have an update from the Practical  
11 Nursing Program. The accreditation site visits  
12 for the Practical Nursing Programs under the  
13 jurisdiction of the Mississippi Board of Nursing  
14 are planned to start June 2024. This will be  
15 the first undertaking since the transition from  
16 the community college board.

17 Copiah-Lincoln Community College will  
18 be the first site visited. And a list of the  
19 programs and their contact information and their  
20 accreditation status is in the report that was  
21 provided to the members.

22 Workshops will also be offered in the  
23 fall of 2023 to review the standards, criteria,  
24 and necessary materials. The program  
25 administrators and faculty that serves as peer

1 site assessors, they will receive additional  
2 training prior to the site visits.

3 Also the PN curriculum revisions are  
4 underway. That is being facilitated by the  
5 Mississippi Community College Board. They  
6 intend to have another meeting for modifications  
7 in the fall. They did not have any meetings  
8 during the summer, so that -- once that date is  
9 given, we will share that date. The curriculum  
10 revision team consists of pretty much everyone.  
11 It consists of faculty, program administrators,  
12 business and industry. The revisions cannot go  
13 forward without that input from business and  
14 industry. So, again, once we have those dates,  
15 we will share that information so everyone can  
16 be involved in that process.

17 And finally, the annual report.  
18 They're done in collaboration with NCSBN. The  
19 report is required of all the practical nursing  
20 programs in the State of Mississippi. And what  
21 this report does is it looks at their admission,  
22 retention criteria, the data, their ratios,  
23 NCLEX pass rates for all test takers and those  
24 who repeat.

25 This report is due October the 15th.



1       However, the portal for inputting that  
2       information will be opening soon, and that  
3       information, again, it goes out to the schools.  
4       And once we receive that information, that  
5       report will be shared with the board of  
6       directors.

7                       That is the end of my update.  If  
8       there are any questions, I will gladly answer  
9       them at this time.

10                      MS. CULPEPPER:  Okay.  Thank you,  
11       Dr. Burks.  Does anyone have any questions for  
12       Dr. Burks?

13                      (No verbal response.)

14                      MS. CULPEPPER:  Okay.  At this time,  
15       I would like to ask -- is there a motion on the  
16       floor to accept Dr. Burks' report?

17                      MR. CUMMINS:  I'll make a motion to  
18       accept.

19                      MS. GENTRY:  I'll second.

20                      MS. CULPEPPER:  At this time, any  
21       discussion?

22                      (No verbal response.)

23                      MS. CULPEPPER:  All that accept,  
24       please say aye.

25                      BOARD PANEL:  Aye.

1 MS. CULPEPPER: Dr. King.

2 MR. SHAW: Aye.

3 MS. CULPEPPER: Thank you, Alton  
4 Shaw. Dr. King.

5 DR. KING: It's a yes for me.

6 DR. JOHNSON: Madam president, Jan  
7 Collins is on the call -- in -- she said she was  
8 trying to vote but it wouldn't let her for some  
9 reason, but she wanted me to let you know she is  
10 listening in.

11 MS. CULPEPPER: Okay. Thank you.

12 Next, does anyone oppose?

13 (No verbal response.)

14 MS. CULPEPPER: Or anyone abstain?

15 (No verbal response.)

16 MS. CULPEPPER: Next we're going to  
17 move on to the open forum for the MSBN  
18 director's report.

19 DR. JOHNSON: Well, good morning,  
20 Madam President, members of the board. Thank  
21 you very much for the leadership you provide  
22 here at the Mississippi Board of Nursing. I  
23 don't have a lot to report, but I do have some  
24 information that I need to pass on.

25 The NCSBN annual meeting, all

1 participants have been confirmed for the  
2 meeting. The 45th anniversary of NCSBN will be  
3 celebrated during this time. The theme is Shine  
4 Through: Shaping a Brilliant Future. The color  
5 theme is sapphire blue.

6 So in addition to delegate assembly,  
7 presentations will be conducted that include the  
8 World Health Organization regulatory guidelines,  
9 AI and remote proctoring, the 2022 National  
10 Workforce Study, and the impact of COVID-19 on  
11 prelicensure nursing students.

12 An awards dinner and ceremony will be  
13 held on Thursday night at the Hyatt Regency  
14 Chicago, so wear your sapphire blue cocktail  
15 attire to celebrate the sapphire anniversary.

16 The Covid-19 mandated vaccination  
17 policy to attend in-person NCSBN events has been  
18 lifted. Masks are no longer mandated, but left  
19 to personal preference.

20 Operational Nightingale is the other  
21 issue I would like to report on. There is no  
22 new information to report from the Mississippi  
23 Board of Nursing standpoint. The investigation  
24 is ongoing with evidence of new schools being  
25 investigated almost daily. As for Mississippi,

1 only four licensees have been identified in the  
2 investigation thus far and have been cleared to  
3 have received their initial nursing license  
4 appropriately.

5 FARB is the Federation of  
6 Associations of Regulatory Boards. That's my  
7 third thing that I want to talk about. FARB is  
8 a very good organization and they present some  
9 very good conferences and educational  
10 opportunities for staff.

11 So the 2024 Forum on Professional  
12 Regulation Conference will be held January 25th  
13 through the 27th, 2024, in Fort Worth, Texas at  
14 the Omni Fort Worth. The FARB Forum on  
15 Professional Regulation is a vibrant educational  
16 and networking venue where those who are  
17 involved with or interact with state  
18 professional licensing boards can gain traction  
19 on emerging trends, acquire insight on best  
20 practices, stay ahead of new legislation, and  
21 learn from each other through engaging  
22 presentations. The agenda is forthcoming. And  
23 once I receive that agenda, I will send it out  
24 to the board members. This is a good  
25 conference. It's somewhat of an expensive

1 conference, but it's a great conference. So if  
2 you're interested in attending, please mark your  
3 calendar January 25th through 27th, and then let  
4 me and/or Ms. Vanessa Gray know of your  
5 interest.

6 Board visibility. I won't belabor  
7 that. You have that in the document before you.  
8 As always, the board has been very visible in  
9 the community and out and about with our  
10 stakeholders. Right now Ms. Shan Montgomery and  
11 Dr. Priscilla Burks are attending the FARB 2023  
12 Innovation in Regulation Conference in  
13 Alexandria, Virginia. They were gracious enough  
14 to join us via Zoom because they were committed  
15 to being at the business meeting. So we applaud  
16 them for that.

17 The Innovation in Regulation  
18 Conference is the premiere conference offered by  
19 FARB for CEOs and staff leaders of national  
20 regulatory associations around the country.  
21 Conference topics are thoughtfully identified  
22 and sessions are carefully designed with leading  
23 industry partners to promote innovative  
24 solutions to challenges facing the regulatory  
25 community. Some of those presentations

1 included: Strategic Partnerships and  
2 revolutionizing licensing, Digital  
3 Transformation and Sustained Relevancy-The Real  
4 Innovation, Security and Detecting Exam Fraud,  
5 and Digital Credentials and Modernizing the  
6 Regulatory Data Plumbing.

7 So very significant information.  
8 You've always been a very proactive board. We  
9 have proactive staff. So hopefully they'll  
10 bring back some great information about what's  
11 coming in the near future and how we can be a  
12 part of that particular innovative strategy.

13 Most importantly, I do want to  
14 recognize a few individuals. Sheron Russell is  
15 a staff member here. Sheron has served on the  
16 NCLEX Item Review Subcommittee for NCSBN, and on  
17 last week, the NCSBN board of directors  
18 reappointed Ms. Sheron Russell, who is in our  
19 MnVP compliance program, one of the individuals  
20 that is in that particular area and is  
21 responsible for the compliance of those  
22 licensees that are in the MnVP program. And she  
23 was reappointed to the NCLEX item review  
24 subcommittee. So we just want to congratulate  
25 her on that. Reappointment, again, is a

1 testament to the leadership of you, as board  
2 members, and allowing our staff to participate  
3 in those types of activities.

4           Additionally -- and I'm elated at  
5 this appointment -- one of our very own and one  
6 of your board members, Mr. Jeremy Cummins, has  
7 been appointed to the NCSBN finance committee.  
8 Mr. Cummins will serve a two-year term that will  
9 begin immediately after the annual meeting in  
10 August of 2023. I am elated that we have  
11 someone of that magnitude to serve on this most  
12 important committee. So I would just like for  
13 you to join me in congratulating him on that.

14           So the charge of that committee, if  
15 you don't know, is to maintain a strong  
16 financial position that allows the NCSBN  
17 organization to enhance quality, introduce new  
18 program elements, and grow without compromising  
19 or jeopardizing core program delivery to nursing  
20 regulatory bodies. This is not only national;  
21 this is global. So that is so impactful to have  
22 a member from the Mississippi Board of Nursing  
23 serve at this level with the NCSBN finance  
24 committee.

25           Thank you, Jeremy, for stepping up to

1 the plate. When I send out that call for people  
2 to volunteer for some of these committees, if  
3 you're interested, let me know. He stepped out  
4 on faith, and he was selected. Little did I  
5 know did he think he was going to be selected.  
6 But the charge now begins. It is such a  
7 momentous occasion to have someone serve at that  
8 level on this most important committee at the  
9 national level. So, thank you.

10 Madam President, that's all I have.

11 MS. CULPEPPER: Thank you,  
12 Dr. Johnson. And, once again, congratulations  
13 to both of them. It will be a great experience  
14 of growth and learning.

15 So moving along from that, we are  
16 going to go to board business, but before we  
17 move on to board business, I would like to take  
18 a role call of board members and -- I'm sorry --

19 (Off-the-record discussion.)

20 MS. CULPEPPER: So at this point I'm  
21 going to take a role call before we go into  
22 board business. I would like to start on the  
23 left of those in person. Please state your  
24 name.

25 DR. DOTSON: Renia Dotson.



1 MS. WALKER: Carly Walker.

2 MS. GENTRY: Lacey Gentry.

3 MR. CUMMINS: Jeremy Cummins.

4 MS. MOORE: Laura Moore.

5 MS. CULPEPPER: Sandra Culpepper.

6 MS. CLANTON: Janie Clanton.

7 DR. STEWART: Mary Stewart.

8 MS. NORRIS-JOHNSON: Nancy

9 Norris-Johnson.

10 MS. CULPEPPER: And for those that  
11 are joining via Zoom.

12 DR. KING: Melissa King.

13 MR. SHAW: Alton Shaw.

14 MR. ADAMS: T. J. Adams.

15 MS. CULPEPPER: Jan Collins, are you  
16 able to hear us?

17 DR. JOHNSON: I don't think she  
18 signed in for some reason. I'm not sure. She's  
19 communicating on my phone.

20 MS. CULPEPPER: Okay. So let that be  
21 noted that Jan Collins has joined us by phone.  
22 So with that being said, we're going to move on  
23 to the board business. And the first item there  
24 is the Mississippi Board of Nursing five-year  
25 strategic plan. I believe you all received this

1 previous to today as well as you have a copy in  
2 your packet. So would someone like to make a  
3 motion to accept the five-year strategic plan?

4 MR. CUMMINS: Madam President, I've  
5 had the opportunity to review it, and I'll make  
6 the motion we accept the five-year strategic  
7 plan.

8 MS. CULPEPPER: Okay. Do I have a  
9 second?

10 MS. NORRIS-JOHNSON: Second.

11 MS. CULPEPPER: Any discussion?

12 (No verbal response.)

13 MS. CULPEPPER: All those that  
14 accept, please say aye.

15 BOARD PANEL: Aye.

16 MS. CULPEPPER: Any opposed?

17 (No verbal response.)

18 MS. CULPEPPER: Any abstain?

19 (No verbal response.)

20 MS. CULPEPPER: Next we'll move on to  
21 the business meeting minutes from June 9, 2023.  
22 Would anyone like to make a motion to accept  
23 those?

24 MS. NORRIS-JOHNSON: I make a motion.

25 MR. CUMMINS: Second.

1 MS. CULPEPPER: Any discussion?

2 (No verbal response.)

3 MS. CULPEPPER: All those that

4 accept, please say aye.

5 BOARD PANEL: Aye.

6 MS. CULPEPPER: Any opposed?

7 (No verbal response.)

8 MS. CULPEPPER: Motion made. Agreed  
9 settlement proposal minutes for June 2023. Do I  
10 have a motion?

11 MS. NORRIS-JOHNSON: I make a motion.

12 MS. CULPEPPER: Second?

13 MS. GENTRY: I'll second.

14 MS. CULPEPPER: All those that  
15 accept, say aye.

16 BOARD PANEL: Aye.

17 MS. CULPEPPER: Motion accepted.

18 Hearing panel minutes for April 2023. May I get  
19 a motion?

20 MS. NORRIS-JOHNSON: I make a motion.

21 MS. CULPEPPER: Second?

22 MS. GENTRY: I'll second.

23 MS. CULPEPPER: Any discussion?

24 (No verbal response.)

25 MS. CULPEPPER: All those that

1 accept, say aye.

2 BOARD PANEL: Aye.

3 MS. CULPEPPER: Motion accepted.

4 Next is to waive the reading of names on  
5 motions. May I get a motion?

6 MS. GENTRY: I'll make a motion.

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

8 MS. CULPEPPER: Any discussion?

9 (No verbal response.)

10 MS. CULPEPPER: All those that  
11 accept, say aye.

12 BOARD PANEL: Aye.

13 MS. CULPEPPER: Motion accepted.

14 Next is for future meetings. First will be  
15 administrative hearings and settlements, it will  
16 be October 3rd through 5th, 2023, at 8:30 a.m.  
17 The business meeting will occur on October 6,  
18 2023, at 11:05 a.m. And the panel for that will  
19 be Nancy Johnson, Jeremy Cummins, Dr. Mary  
20 Stewart and Laura Moore.

21 Next we will move on to committee  
22 reports. So on the executive committee, we do  
23 have a motion to come out of the executive  
24 committee today. The motion is to ratify and  
25 accept the administrative denials presented to

1 the executive committee this morning.

2 MR. CUMMINS: Second.

3 MS. CULPEPPER: So that is first and  
4 second. Any discussion?

5 (No verbal response.)

6 MS. CULPEPPER: All those that  
7 accept, say aye.

8 BOARD PANEL: Aye.

9 MS. CULPEPPER: Also at this time we  
10 do have one other thing to bring forward from  
11 the executive committee, and I'm going to let  
12 Mr. Jeremy Cummins speak to that.

13 MR. CUMMINS: Today the executive  
14 committee brings a motion to create an ad hoc  
15 bylaws committee to review and research the  
16 bylaws of the Mississippi Board of Nursing and  
17 make up dates or bring up dates before the board  
18 as needed. That comes in the form of a motion.

19 MS. CULPEPPER: Do I have a second?

20 DR. KING: I'll second that one.

21 MS. CULPEPPER: Thank you. Any  
22 discussion?

23 (No verbal response.)

24 MS. CULPEPPER: All those that  
25 accept, say aye.

1 BOARD PANEL: Aye.

2 MS. CULPEPPER: And that will  
3 complete all that we have currently coming out  
4 of the executive committee.

5 Compliance committee. Ms. Johnson.

6 MS. NORRIS-JOHNSON: We have nothing.

7 MS. CULPEPPER: You have nothing to  
8 come forward. Thank you.

9 Next is the advanced practice  
10 committee. Ms. Laura Moore.

11 MS. MOORE: We have two motions to  
12 bring forward today. We move that the board  
13 approve the request for acute care nurse  
14 practitioner at Brookhaven Surgery Center to  
15 allow incision of lesions up to three  
16 centimeters by one centimeter per special  
17 privilege request with appropriate education,  
18 training and competency.

19 The second motion, I move that the  
20 board approves the request for acute care nurse  
21 practitioner at North Mississippi Medical Center  
22 to remove EVD in the hospital setting per  
23 special privilege request with appropriate  
24 education, training, and competency.

25 MS. CULPEPPER: So Ms. Moore has

1 brought up two motions from the advanced  
2 practice committee. Do I have a second?

3 DR. STEWART: I second.

4 MS. CULPEPPER: Is there any  
5 discussion on it?

6 MR. CUMMINS: Are we voting on these  
7 individually or together?

8 MS. CULPEPPER: Individually.

9 MR. CUMMINS: So this motion is for  
10 the first one?

11 MS. CULPEPPER: Yes. Any questions  
12 or discussion?

13 All those that accept, say aye.

14 BOARD PANEL: Aye.

15 MS. CULPEPPER: On the second motion.

16 DR. STEWART: Second.

17 MS. CULPEPPER: I have a second on  
18 it. Is there any discussion?

19 (No verbal response.)

20 MS. CULPEPPER: All that accepts, say  
21 aye.

22 BOARD PANEL: Aye.

23 MS. CULPEPPER: Any further business?

24 MS. MOORE: We also did have a  
25 request of an acute care nurse practitioner to

1 insert EVD, which was denied at this time.

2 MS. CULPEPPER: That will be noted.

3 MS. MOORE: That's all we have out of  
4 advanced practice.

5 MS. CULPEPPER: Thank you. Next we  
6 have the practice committee, Ms. Janie Clanton.

7 MS. CLANTON: We don't have anything  
8 to bring.

9 MS. CULPEPPER: Okay. Thank you.  
10 Next is the administrative code committee.  
11 Ms. Lacey Gentry.

12 MS. GENTRY: Thank you. We will meet  
13 soon, and I have nothing to bring forth today.

14 MS. CULPEPPER: Thank you,  
15 Ms. Gentry. Next is the finance committee.  
16 Mr. Jeremy Cummins.

17 MR. CUMMINS: All right. The finance  
18 committee met today. We discussed in executive  
19 committee and the finance committee the budget  
20 analysis, and I think you all have a copy of  
21 that in your packet.

22 Right now we're looking at three --  
23 interesting, once a year, we kind of hit this  
24 level, but we're looking at three different  
25 fiscal years: Finishing up fiscal year '23,



1 beginning fiscal year '24, and preparing for  
2 fiscal year '25. So we're kind of in a  
3 precarious place here. Fiscal year '23 finished  
4 up. We lack a few invoices having -- being able  
5 to close the books and checking out on fiscal  
6 year '23. It appears that we will be able to  
7 start July 1st of this year in fiscal year '24  
8 with a balance of \$7,715,567. Our fiscal year  
9 '24 budget is 5.2 million. So you can see that  
10 we do have some excess funds there that will  
11 help us as we carry over.

12 We'll be going into -- and don't get  
13 confused. I explained this to the committee  
14 this morning. We work on fiscal years with our  
15 budgeting, but we work on calendar years for our  
16 revenue because that's how our renewals work.  
17 So the end of calendar year '23, we'll have LPN  
18 renewals, which are about 60 percent less in  
19 revenue than RN renewal year. So we will need  
20 the excess monies to help carry us through.  
21 Once we close out the renewal period for LPNs,  
22 we'll have a little bit better grasp of what  
23 kind of overage we have and where we might can  
24 allocate some additional monies should we need  
25 to.

1                   All the equipment and related items  
2 purchased under the federal distance learning  
3 grant have been delivered to the schools. We  
4 are in the process of getting an inventory of  
5 the items that have been placed in the schools.  
6 The only remaining expense under this grant will  
7 be some installation services, and to date, we  
8 have spent 684,288. We have about another  
9 112,000 to spend in installation services  
10 bringing this to a total of around 800,000. The  
11 initial grant was granted at 968,000 and some  
12 change. We've expended less than that because  
13 there were two schools that backed out from the  
14 allocation from the grant, and that being Hinds  
15 Community College and Meridian Community  
16 College. So once all the funds have been  
17 expended, then we'll do a drawdown from the USDA  
18 grant and pay off all of the equipment.

19                   As far as fiscal year '24 goes, we  
20 got started in that. I gave you the balance  
21 that we entered that with. We are still working  
22 to fill several key vacant positions. The  
23 personnel board had a few things that kind of  
24 had us hung up over the last fiscal year.  
25 Everything has been cleared out. We currently

1 have a full-time court reporter position, a  
2 full-time HR position, and three full-time  
3 investigator positions to be filled. And I  
4 believe Dr. Johnson told us this morning they  
5 will be underway trying to get all those  
6 positions filled as soon as possible. We do --  
7 those are all budgeted positions. So they would  
8 fall within our budget.

9           Preparing for fiscal year '25, fiscal  
10 year '25 legislative budget request is due on  
11 August 1st. It's still not too late if there's  
12 anything that you would like for us to add into  
13 that budget. You can contact myself or Shan  
14 Montgomery with those requests, and we'll be  
15 happy to work that in as we can. The current  
16 plan is to request a restoration of the amounts  
17 reduced from the salary line items to fill the  
18 vacant positions. If you recall, in fiscal year  
19 '23, we had two part-time positions that were  
20 dissolved due to inability to fill those. So  
21 we'll be trying to get those monies back for  
22 future positions.

23           Next -- and this is somewhat  
24 redundant because we ask for it year after year,  
25 but we've got to do that to get our traction we

1 need. We're requesting a 10 percent salary  
2 increase for all nursing positions. If you'll  
3 recall a few months back, we discussed how  
4 incredibly low the nursing positions are within  
5 the agency. We're also requesting an average of  
6 a 4 percent increase for non-nursing positions,  
7 and this will be rewarded to employees that  
8 obtain education and training on their duties  
9 and also exhibit excellent performance.

10 And then lastly, the request includes  
11 replacing two vehicles in fiscal year '25. None  
12 were replaced in fiscal year '23, and there's  
13 only funding for one car to be replaced in  
14 fiscal year '24, and the majority of the  
15 vehicles that the board of nursing have have in  
16 excess of 100,000 miles. So it's time for us to  
17 get moving on that.

18 Our request for fiscal year '25 will  
19 be \$5,562,992. This will show a 9.86 percent  
20 increase in our current budget. But the board  
21 of nursing currently has ample funds to support  
22 such budget requests.

23 That's all I have for our report. If  
24 anyone has questions, I'll be happy to entertain  
25 them.

1 DR. STEWART: I just have a quick  
2 question about the vehicles. So wasn't there an  
3 issue in, like, the recent years about supply  
4 and that was why we didn't get them?

5 MR. CUMMINS: That's right.

6 DR. STEWART: So we think that's  
7 resolved or...

8 MR. CUMMINS: We're in hopes.  
9 Dr. Johnson, do you have any thoughts or ideas  
10 on that? I haven't got anything. There was a  
11 supply issue by all means. I know in fiscal  
12 year '22 we had allocation for one and could not  
13 get it.

14 DR. JOHNSON: Yeah.

15 MS. MONTGOMERY: Hey, guys. This is  
16 Shan. That is correct. There is a supply  
17 shortage of vehicles. We still don't know, but  
18 we hope they're going to be able to supply us  
19 this year; however, we still asked for it in the  
20 budget in the event that we are able to purchase  
21 those vehicles.

22 Again, it's hit and miss. We don't  
23 know. We are on the list. The state only has  
24 one vendor that they allow us to buy the  
25 vehicles from. So we are on the list to

1 purchase a vehicle in the event that it comes  
2 up.

3 MR. CUMMINS: Thank you.

4 MS. MONTGOMERY: You're welcome.  
5 Thank you.

6 MS. CULPEPPER: Any other discussion?  
7 So would someone like to make the motion to  
8 accept the finance report?

9 MR. CUMMINS: I'll bring this out --  
10 this analysis as a form of a motion.

11 MS. CULPEPPER: Do I have a second?

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

13 MS. CULPEPPER: All those that  
14 accept, say aye.

15 BOARD PANEL: Aye.

16 MS. CULPEPPER: All right. Next  
17 order of business, we have already addressed the  
18 Office of Nursing Workforce. So I would -- at  
19 this point, I need to make a motion to amend the  
20 agenda adding an appeal for later today at  
21 12:00 p.m. for Monique Pendleton, License Number  
22 R-873604 NP to the agenda.

23 MS. CLANTON: I make a motion.

24 MS. CULPEPPER: Second?

25 MR. CUMMINS: Second.

1 MS. CULPEPPER: Any discussion?

2 (No verbal response.)

3 MS. CULPEPPER: All those that  
4 accept, say aye.

5 BOARD PANEL: Aye.

6 MS. CULPEPPER: At this point I will  
7 need a motion to actually amend the agenda.

8 (Discussion off the record.)

9 MS. SALTZMAN: We can do that. It  
10 was noticed at noon, but we can move it to 2:00.

11 MS. CULPEPPER: So we will adjust  
12 that time to 2:00. So would someone like to  
13 make the motion?

14 MR. CUMMINS: I make that motion,  
15 that we make that amendment.

16 MS. CULPEPPER: Second?

17 MS. MOORE: Second.

18 MS. CULPEPPER: All those that  
19 accept, say aye.

20 BOARD PANEL: Aye.

21 MS. CULPEPPER: Next we will -- I  
22 would like to see if we have a motion to close  
23 the meeting to determine if grounds exist to go  
24 into executive session to deliberate on  
25 potential litigation.

1 MR. CUMMINS: I'll make that motion  
2 we go into executive session, closed  
3 determination. Sorry.

4 MS. CULPEPPER: Can I get a second?

5 MS. MOORE: I'll second.

6 MS. CULPEPPER: All those that  
7 accept, say aye.

8 BOARD PANEL: Aye.

9 MS. CULPEPPER: Next, is there a  
10 motion to actually go into executive session to  
11 deliberate on potential litigation?

12 MR. CUMMINS: I'll make that motion  
13 to go into executive session.

14 MS. MOORE: I'll second.

15 MS. CULPEPPER: All those that  
16 accept, say aye.

17 BOARD PANEL: Aye.

18 MS. CULPEPPER: We are now in  
19 executive session.

20 (Board enters executive session at  
21 12:06 p.m.)

22 (Board returns from executive session  
23 at 12:24 p.m.)

24 MS. CULPEPPER: We're ready to go  
25 back on the record at this time. And at this



1 time, no action taken by the board will be  
2 coming out of the executive session. Any  
3 discussion?

4 (No verbal response.)

5 MS. CULPEPPER: At this time I will  
6 call for adjournment.

7 (Business Meeting was adjourned at  
8 12:25 p.m.)

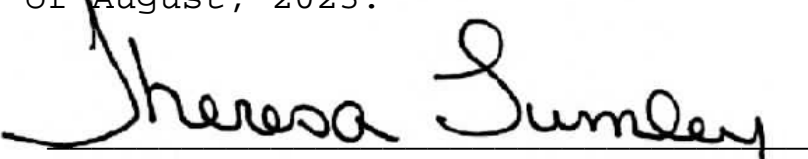
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1 CERTIFICATE OF COURT REPORTER  
2 I, THERESA S. LUMLEY, Court Reporter and  
3 Notary Public, in and for the County of Copiah,  
4 State of Mississippi, hereby certify that the  
5 foregoing pages contain a true and correct  
6 transcript of the testimony as taken by me at  
7 the time and place heretofore stated, and later  
8 reduced to typewritten form by computer-aided  
9 transcription under the supervision, to the best  
10 of my skill and ability.

11 I further certify that I placed the  
12 witness under oath to truthfully answer all  
13 questions in this matter under the authority  
14 vested in me by the State of Mississippi.

15 I further certify that I am not in the  
16 employ of related to, any counsel or party in  
17 this matter, and have no interest, monetary or  
18 otherwise, in the final outcome of the  
19 proceedings.

20 Witness my signature and seal, this the  
21 11th day of August, 2023.

22   
23  
24 Theresa S. Lumley, CSR #1231

25

<b>Exhibits</b>	<b>12:24</b> 47:23	<b>5</b>	<b>accepted</b> 34:17 35:3,13
<b>Flagship Board Studies 6-23</b>	<b>12:25</b> 48:8	<b>5.2</b> 40:9	<b>accepts</b> 38:20
<b>Nursing Board Meeting Docs</b>	<b>15th</b> 23:25	<b>5th</b> 35:16	<b>accordance</b> 13:22
<b>Report 5-31-23 Board of Nursing</b>	<b>1st</b> 40:7 42:11	<b>6</b>	<b>accreditation</b> 17:2 22:11,20
<b>6-9-23 Nursing Board Meeting Agenda</b>	<b>2</b>	<b>6</b> 35:17	<b>accrediting</b> 16:25
<b>\$</b>	<b>20</b> 17:19	<b>60</b> 40:18	<b>acquire</b> 27:19
<b>\$1,000</b> 15:4	<b>2022</b> 26:9	<b>684,288</b> 41:8	<b>acting</b> 13:16
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