

HEALTH CARE WORKFORCE WORKING GROUP MINUTES

November 13, 2025

12:00 PM

The Health Care Workforce Working Group held a public meeting on November 13, 2025, beginning at 12:05 PM, held virtually.

Working Group Members Present

Chair John Packham, Associate Dean, University of Nevada, Reno School of Medicine
Krisann Alvarez, Licensed Psychologist, Division of Child and Family Services
Mitch DeValliere, Agency Manager, Division of Public and Behavioral Health
Cathy Dinauer, Executive Director, Nevada State Board of Nursing
Adam Higginbotham, Executive Director, Nevada State Dental Board
Joelle McNutt, Executive Director, State of Nevada Board of Examiners for Marriage and Family Therapists & Clinical Professional Counselors
Steve Messinger, Policy Director, Nevada Primary Care Association
David Wuest, Executive Secretary, Nevada State Board of Pharmacy

Working Group Members Not Present

Edward Cousineau, Executive Director, Nevada State Board of Medical Examiners
Tyree Davis, Chief Medical Officer for Ancillary Services, Nevada Health Center
Frank DiMaggio, Executive Director, Nevada State Board of Osteopathic Medicine
Victoria “Vikki” Erickson, Executive Director, State of Nevada Board of Examiners for Social Workers
Jose Melendrez, Executive Director, University of Nevada, Las Vegas, School of Public Health
Sarah Restori, Administrative Director, Nevada Board of Psychological Examiners

Others Present

Presenter: Hannah Maxey, Consultant

Yuhan Bi, University of Nevada, Las Vegas
Micki Golden, Division of Public and Behavioral Health
Tabor Griswold, University of Nevada, Reno
Charles Harvey, Executive Director, Nevada Physical Therapy Board
Aileen Y Lovitt, University of Nevada, Reno
Roberta Miranda-Alfonzo, BeHERE NV
Nicole K. Mwalili, University of Nevada, Reno

1. Call to Order and Roll Call

- Chair John Packham called the meeting to order at 12:05 PM and asked Mitch DeValliere to conduct roll call.
- Mitch DeValliere conducted roll call and determined that a quorum of the Health Care Workforce Working Group (HCWWG) was present.

2. Public Comment

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

3. For Possible Action: Approval of Previous Meeting Minutes

- Motion was made to approve the October 16, 2025, meeting minutes.
- Motion: Krisann Alvarez
- Second: Steve Messinger
- Vote: All in favor; no opposition.
- Minutes approved.

4. For Information Only: A Roadmap for Enhancing State Health Workforce Data – Presentation by Dr. Hannah Maxey

Dr. Maxey's Background and Opening Remarks

- Dr. Maxey noted she speaks as a consultant, not representing Indiana University.
- Shared her background as a licensed dental hygienist and her pathway into workforce policy research.

Indiana Workforce Data Example

- Presented maps showing dentist shortages in Indiana in 2009 vs. 2019.
- Highlighted that lack of data—not lack of workforce—previously masked shortages.
- Early data collection started with dentists and expanded to all professions.
- Resulted in:
 - Improved identification of underserved areas.
 - Legislative action authorizing required data collection via license renewal (Senate Enrolled Act 223, 2018).
 - Increased dental school engagement in rural rotations.
 - Philanthropic investment targeting shortage areas.

Importance of Regulators in Data Collection

- Regulators are the only entities capable of gathering standardized, comprehensive workforce data.
- Integrated data collection reduces cost, increases response rates, and informs policy, appropriations, and workforce development.

Methods of Data Collection

- Best: Integrated directly into licensure renewal (Indiana model).
- Better: Automatic redirect to survey after renewal confirmation.
- Good: Separate email survey invitation.
- Integrated surveys have the highest compliance; voluntary surveys have low response rates.

Discussion With Nevada Boards

- Cathy Dinauer (Nursing Board):
 - Board is authorized to collect voluntary workforce questions.
 - Mandatory collection would improve data reliability.
- Adam Higginbotham (Dental Board):
 - Embedding questions requires system changes and vendor costs.
 - Redirect link after renewal is the fastest operational solution.
- Dr. Maxey confirmed Nevada statute places aggregation responsibility with the Department of Health and Human Services (or successor agency).
- Chair Packham asked whether Indiana allows skipping questions; Dr. Maxey clarified that required data cannot be skipped for boards covered under statute.

Other State Examples

- Utah, Rhode Island, Delaware, and Wisconsin are implementing the cross-profession minimum data set.
- Utah is a useful comparison due to similar size and workforce challenges.

5. For Information Only: Discussion to Establish a Health Care Provider Database per NRS 439A.116

- Mitch DeValliere emphasized the need to determine:
 - Which agency will clean and analyze the data (Office of Analytics now under Nevada Health Authority).
 - Whether Qualtrics is feasible and who would maintain it.
- External pressure exists from legislative and interagency stakeholders to begin data collection as soon as possible.
- Suggested:

- Continued coordination with boards on feasibility of linking a Qualtrics survey to renewal systems.
 - A future special meeting focused solely on technical considerations.
- Adam Higginbotham reiterated that a redirect link is the fastest implementation method; embedding questions will require vendor development and additional time.

6. For Possible Action: Meeting Schedule and Future Agenda Items

- Next scheduled meeting: **January 15, 2026.**
- Chair Packham proposed:
 - Meeting with Dr. Maxey in the coming weeks.
 - Bringing forward a structured implementation plan for data collection at the January meeting.
- No additional agenda item suggestions were made.

7. Public Comment

- Chair Packham opened the second public comment period.
- Mitch DeValliere confirmed no public comment was received by phone or online.
- No public comment heard.

8. Adjournment

- Chair Packham thanked members and wished everyone a safe Thanksgiving, Christmas, and holiday season.
- Members were invited to reach out with questions between meetings.
- Meeting adjourned.