



**Nursing Care Quality Assurance Commission (NCQAC)  
Discipline Subcommittee Minutes  
November 15, 2022  
3:30 pm to 5:30 pm**

**Join the Meeting**  
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United States: +1 564-999-2000  
Conference ID: 509 099 761#

**Committee Members:** Adam Canary, LPN, Chair *listen-only mode while traveling*  
Sharon Ness, RN  
Tiffany Randich, RN *delegated to run the meeting*  
Tracy Rude, LPN ad hoc  
Dawn Morrell, RN, BSN, CCRN *called the meeting to order; delegated to Tiffany*  
Quiana Childress, GCertHealthSc, BS, LPN  
Judy Loveless-Morris, PhD, public member

**Staff:** Catherine Woodard, Director, Discipline and WHPS  
Karl Hoehn, Assistant Director, Discipline - Legal  
Grant Hulteen, Assistant Director, Discipline – Investigations and WHPS  
John Furman, PhD, MSN, COHN-S, WHPS Liaison  
Teresa Corrado, LPN, Assistant Director, Discipline – Case Management/HELMS  
Rena Powell, Case Manager  
Barb Elsner, HSC  
Margaret Holm, JD, RN ad hoc  
Rashelle Beal, Investigations  
Dennis, NA program  
  
Nancy Lawton, ARNP United  
Gina Alhawat. Interested on WHPS content  
Third person ?

**I. 3:30 pm opening – Adam**

- Call to order – digital recording announcement
- Roll call

**II. August 23, 2022 Minutes– Adam**

- In draft format until the commission approves at the January 2023 business meeting.
- Approved to move to the January 2023 commission meeting.

**III. Performance measures – August, September, October 2022 - Grant, Karl**

- Investigations
- Grant provided highlights. Cases opened slightly decreasing right now. Down to just over 400 cases. Down two investigators. Tracy asking about changes to investigative group, is that where we see things moving slower? How about RCM review? Within timelines? CCW – somewhat. Some are behind.
- Legal
- Karl provided highlights. Caseload is up because investigations has completed many. Really good about getting legal reviews to RCMs. Are falling flat with getting to drafting the documents. This is somewhat attributed to a change in staff among paralegals and the legal assistant. Training, getting up to speed. Dawn commented on the amazing, thorough work products from Legal. Karl: good system where staff attorneys and RCMs touch base before CDP. Good relationships; works very well for us. Also going through a book of business concerning fraudulent nursing schools that we have not faced before. Credentials denied and some issued in error. It is moving more quickly now.
- WHPS
- Grant provided highlights. Total participants have declined a little. Not getting the referrals we normally do; not as many diversion complaints coming in. Pointed out graduations. Monitoring in-state employed in nursing. We are meeting our target for percentage of employed nurses. Ran through the significant non-compliance events. Work continuing on alternate testing, Proof. Genotox test uses urine. Getting results that we have not tested for in the past. It is successful for the nurses using it – about 25% active participants. Several graduations each month.
- SUDRP – new chart shows stats since the program started in July. Summer was a little slow, but September saw 23 referrals. A few graduations appeared and received commission congratulations. Dawn really appreciates the charts and says they're helpful. She also said it's been a good program so far, especially to speak with the graduates and learn from their experiences. Tracy: comments for the benefit of the public on the call. Says case managers are amazing. Commission values their experiences.

**IV. WHPS Updates – Grant, John**

- Recovery Trek contract
- Grant explained that we had a five-year contract that expired in December 2022, but we have extended for one year. Also, Dr Beck rescinded his retirement date until 2023.
- WHPS 'Toolkit' and BONcast
- John pointed out that the WHPS update to the new website is in a toolbox format that highlights robust resources for people to access. He also participated in a WHPS BONcast. He is also participating in a quarterly blog with links attached. Is very active on social media through DOH.

## V. ER Program – Margaret

- Updates to the ER program. Two years' worth of data. Margaret went through the PowerPoint and explained the slides. She pointed out that the case natures are not precise as the information changes during the investigation. Patient care and medication errors are the highest percentages.
- Tracy remembered Mary Dale's charts from ten years ago. Can do a deeper dive to be more accurate. Catherine mentioned the new data analyst and research analyst in Operations that will be able to help us.
- Dawn shares the concern about nurses not responding to the ER program. It is to the nurse's advantage to participate; after the second notice, they are referred back to CMT for a full investigation.
- Margaret and Dawn recognize it's helpful for Margaret to sit on CMT to identify cases that are ER-eligible.

## VI. Literature Review – Catherine, John

*The Nurse Leader's Role in Nurse Substance Use, Mental Health, and Suicide in a Peripandemic World*, Amanda Cholfet, DNP, RN, NEA-BC, et.al.

- John spoke to this article. This issue is to learn more about suicide among nurses and its impact on the profession. Nurse suicide rates are similar to physician rates, with more nurses based on the greater number of the nurses in practice.
- Recommendations should be made for nurses with mental health issues as early as nursing school.
- Many more stressors since COVID.
- Scant evidence of SUD and nurse suicide. The relationship may not be there because SUD is underreported in the profession.
- Suicide by firearm has increased. Death by SUD may be unintentional.
- Burnout contributes, as well as other mental health reports. No numbers there about nurses seeking proactive mental health care. Must support nurses' well-being and health. Lower-level interventions such as yoga, peer support, etc. may be helpful.
- A health care organization in California has implemented a wellness program that is showing promise.
- Institutional stressors are significantly impacting health care workforce and patient care. We are starting to think about proactive measures we can take to support wellness.
- Dawn: at her workplace, hearing lots of conversation, but doesn't see it in action yet. John: Chief Wellness Officers being appointed in many large systems. The Joint Commission requires it of physician's programs, but it's not yet required for nurses.
- Margaret in Practice has developed a wellness presentation and is available to deliver it. Available for outreach and messaging. Maybe a BONcast.
- Sharon likes the idea for a BONcast for wellness. Is intimidating for nurses to discuss wellness issues in the workplace. Likes the idea of putting out a lot of information to guide nurses to resources.
- Quiana agrees with Sharon on the BONcast as a way to reach out to nurses.
- Tracy: since John is out in the nursing community, is wondering if there is an increase with nurses using EAP? Or are nurses afraid to access this? John gets the idea that employers are paying a little more attention to mental health issues, and lines of communication are opening up a little. John hopes nurses reach out to EAP or others as early as possible if they are struggling.
- Margaret: might want to consider a spotlight on wellness more up front (like by Licensing) than buried deeper in the website. Margaret is interested in bringing this to Communications team. Dawn says that's great idea.

- John said lateral violence and bullying is still a big deal.

**VII. Highlights from NCSBN Annual Meeting – Adam, Dawn, Tracy, Grant**

- Set over from August 2022 meeting.
- Was also discussed at the commission meeting in September; nothing new.

**VIII. Work plan and strategic plan review – Adam, Catherine, John**

- SUDRP is functioning very well, as expected.
- John is very busy with outreach. The toolkit is posted on the website.

**IX. Public comment – Adam**

- Limited to two minutes per speaker

**X. Anything for the good of the order? – all**

- Refers to the portion of the agenda during which members may make statements or offer observations about the character or work of the subcommittee without having any particular item of business before the meeting.
- Cancel December 20 meeting? - Adam/Tiffany
- All agreed
- Change in NCSBN staff - Catherine
- Discipline BONcast – Adam/Catherine

**XI. Adjourn 1655.**