



Healthcare Leaders Association of Texas

Founded by Healthcare Leaders for Healthcare Leaders in 1973

August 2025



Texas HLA President's Message

As the Texas summer heat continues only the start of school tells us Fall is nearby, but we're feeling renewed energy and excitement here at the Healthcare Leaders Association of Texas (HLATX).

First of all, I want to thank each of you that answered our survey. Those were enlightening and gave us a good framework in which to continue our work. As we move forward, I want to hear from all of you about what is important to you for your membership.

Your board has had a busy summer with planning new benefits and September is shaping up to be a month of growth, connection, and fresh opportunities for all our members. Here are some new benefits that we are thrilled to share with you:



Cassi Taylor
HLA Texas President

- **HLATX Listserv** –We are making it easier than ever to connect with one another. This will be a benefit for active members only with yearly membership. Our new Listserv will allow you to share resources, ask questions and network directly with other healthcare leaders across the state.
- **Quarterly Affiliate Led Educational Zoom Series** - Starting this fall, our affiliates will host quarterly Zoom sessions packed with valuable insights, case studies, and strategies you can put into action. Stay tuned for the first session announcement—coming soon!
- **Student Committee Launch** - We're investing in the future of healthcare leadership by launching our Student Committee. This initiative will connect students with seasoned professionals for mentorship, learning, and career development. ShaLeigha Langston from Texas Women's University in Houston is the chair of this committee. We look forward to having this committee create a blueprint for our mentorship program.
- **Purposeful Partnerships Coming on September 25th** – We will host an event for like minded businesses who share a commitment to strengthening the Texas Healthcare Environment by supporting our leaders. Watch your LinkedIn feed for more on this event.

We believe in creating year-round opportunities for learning, collaboration, and inspiration. These new benefits are designed to strengthen our community and make your membership more impactful than ever. Keep eye on your inbox and LinkedIn for upcoming event and details on how to join our new listserv.

Our Education Committee is busy working on our next conference for Spring 2026 and we will have a save the date announcement in the next few months.

September is just the start-more good things are on the horizon! Here is to fresh ideas, new connections and a strong finish to 2025.

In Partnership,

Cassi Taylor

President, Healthcare Leaders Association of Texas

Texas HLA 2025 Legislative Updates

STATE LEGISLATION

The 89th Texas Legislature had its regular session from January to June 2025. A special session was called for July 21, 2025, to address redistricting and flood response. A second special session is currently underway as of August 12, 2025.

The 89th Texas Legislature passed several bills impacting healthcare, including closing gaps in the implementation of 2021's gold-card law for prior authorizations with greater health plan accountability, reporting requirements for healthcare entities, new requirements for healthcare facilities to provide clear price estimates, restrictions of noncompete agreements applicable to physicians and practitioners, dementia and Alzheimer's research, a streamlined dispute and mediation process, more vigorous enforcement against Medicaid fraud, and regulation of artificial intelligence. Here is a portion of the bills that passed:

- o **House Bill 3812:** Streamlines 2021's "Gold Card" eligibility, improves transparency, and enhances state oversight.
- o **Senate Bill 922:** Allows a 3-day delay for sensitive test results to be disclosed to patients by electronic means, meaning physicians can first communicate those results instead of an automated release from patient portals.
- o **Senate Bill 5:** Creates the Dementia Prevention and Research Institute of Texas, which will conduct research on dementia, Alzheimer's disease, and other related conditions, modeled after CPRIT (subject to voter approval).
- o **House Bill 18:** Enhances access to rural healthcare through various programs and services, including targeted grant and telehealth programs.
- o **House Bill 37:** Focuses on perinatal palliative care.
- o **Senate Bill 31:** Clarifies timing and applicability for the medical emergency exceptions to the state's abortion prohibition, "Life of the Mother Act."
- o **House Bill 1586:** Allows for downloading vaccine exemption forms at home, still must be notarized.



Legislative Liaison

- o **Senate Bill 1188:** Addresses access to electronic health records, including provisions related to a minor's access.
- o **Senate Bill 815:** Prohibits insurers from using AI to make adverse determinations on prior authorizations
- o **House Bill 3749:** Defines elective IV therapy and physician supervision, delegation, and prescribing provisions.
- o **Senate Bill 207:** Allows excused absences from public schools for certain students to attend mental health care appointments.
- o **House Bill 149:** Provides for consumer protections and enforcement mechanisms regarding AI, innovation testing, and disclosures of AI use in health care.
- o **Senate Bill 1266:** Assist Medicaid providers with enrollment and credentialing processes with dedicated support and improved notifications.
- o **House Bill 2254:** Allows PPOs and EPOs to enter into voluntary value-based care arrangements with primary care physicians or groups.
- o **House Bill 26:** Allows Medicaid MCOs to offer nutrition support services in lieu of other services if medically appropriate and cost-effective.
- o **House Bill 3151:** Expedites credentialing for Federally Qualified Health Centers (FQHC's).
- o **House Bill 3940:** Improves Medicaid enrollment notification to parents of newborns.
- o **Senate Bill 1378:** Strikes a balance on non-compete agreements for physicians with one year time limit and 5-mile geographic scope.

HLA-TX 2025 Legislative Updates

“This has been one of the most successful legislative sessions. But we are not done. Now is the time to talk to our legislators about issues impacting patient care and practice viability so we are even more prepared next session. That’s going to make Texas safer and stronger with physician-led care.” - Ray Callas, MD, immediate past president



Resources: TMA Advocacy, Norton Rose Fulbright law firm

FEDERAL LEGISLATION

The One Big Beautiful Bill Act (OBBBA)

The OBBBA was signed into law on July 4, 2025. It was passed by the House and Senate as part of the budget reconciliation process for the 2025 fiscal year. The bill was passed by the Senate on July 1, by the House on July 3, and signed into law by President Trump on July 4.

Several analyses and presentations on the immediate 2025 into 2026 calendar years, as well as expected 2027, 2028 and beyond impacts on healthcare have been performed since July 4 – there is a lot to unpack and figure out next steps with this new bill: from ACA marketplace plans across all states, to Medicaid, to Medicare, and provider taxes and federal taxes. Most notably in Texas, at the end of this calendar year, 2025, ACA marketplace plan subsidies will end and approximately 4 million Texans enrolled in ACA marketplace plans will be looking at an average “gross” rate hike of 31% starting January 1, 2026. (Charles Gaba, healthcare data analyst)

The Congressional Budget Office (CBO) stated that 26% of ACA consumers would lose subsidies = 5.1 million more uninsured, this will cost \$275 billion over 10 years, and political implications in states such as Florida, Texas, Georgia, where marketplace enrollment has doubled since 2020.

Detailed Resources:

HLA August Monthly Webinar: Michael Bertaut, Healthcare Economist

[Download Webinar Presentation](#)

Members can view the on-demand webinar on the Members Only area of our website.

Physician Fee Schedule (PFS)

A “temporary bump” in 2026 only, under the OBBBA, for Medicare payments to physicians. (TMA, July 2025)

“CY 2026 Medicare PFS Proposed Rule: What Providers Need to Know” – a concise summary from telehealth, to the conversion factor, to MSSP, to Practice Expense methodology, to behavioral health, to skin substitutes and more.

Stay tuned to HLA-TX on the WISeR Model pilot in Texas:

“Representatives Ocasio Cortez [NY] and Doggett [TX], joined by 40 Democratic colleagues, sent a letter urging CMS to halt the WISeR (Wasteful and Inappropriate Service Reduction) model, which would introduce prior authorization requirements for certain services in Traditional Medicare in New Jersey, Ohio, Oklahoma, Texas, Arizona, and Washington beginning January 1, 2026. They warned the model could delay care, escalate administrative burdens, and create profit driven incentives to withhold medically necessary services.

Visit the Legislative Update Page on our Website [HERE](#).

**- Lily Timon
HLA Texas Legislative Liaison**

No More Revolving Door: 8 Mentor Moves to Keep Talent in the Building

A revolving door isn't just a metaphor in health care—it's a line item. One practice-management analysis estimated that replacing a staffer who earns less than \$50,000 a year drains about 20% of that salary in recruiting, onboarding and lost productivity.

That sticker shock is exactly why more administrators are leaning on formal mentoring. By pairing rookies with veterans, practices preserve institutional knowledge, accelerate learning curves and signal that every hire has a future worth investing in. This approach is the surest, lowest-cost way to stem turnover while reinforcing a culture of quality and respect.

The payoff shows up quickly: groups that stretch onboarding to at least three months; complete with scheduled check-ins, goal setting and shadow days; report noticeably higher first-year retention.

With dollars and culture on the line, the question isn't whether to build a mentoring program—it's how. The eight tips that follow can help any size practice launch a structure that sticks.

1. Put goals on paper first

Before you recruit mentors, define what success looks like. Are you aiming to cut onboarding time in half? Boost 12-month retention by 10%? A written objective keeps everyone focused and gives you a baseline for measuring progress when you evaluate the program later.

2. Choose mentors who model your culture

Seek volunteers who embody the practice's values, communicate clearly and enjoy coaching. Seasoned medical assistants or administrators often make the best guides because they remember the learning curve and can translate clinical speak into everyday language.

3. Pair intentionally, not alphabetically

Match mentees and mentors by role, personality and learning style. Introverts often thrive with calm, detail-oriented mentors, while high-energy extroverts may click with equally dynamic guides.

4. Launch with a roadmap and calendar

Kick off every new match with a 30-minute orientation that covers expectations—how often to meet, key milestones and confidentiality boundaries. Then set standing check-ins (weekly for the first month, bi-weekly for months two and three, monthly after that). Consistency signals that the program is part of the job, not an afterthought.

5. Coach your coaches

Even natural teachers benefit from training. Provide a one-page cheat sheet that reminds mentors to “ask before telling,” use positive reinforcement and help mentees map career goals.

6. Protect meeting time

Block mentor meetings on the schedule the same way you protect patient slots. When last-minute coverage crises arise, reschedule immediately rather than skipping; canceled sessions erode trust and momentum.

7. Recognize mentors publicly

A shout-out during staff huddles or a \$25 coffee card each quarter reminds mentors that their extra effort matters. Recognition is more powerful than money alone when it comes to retention.

8. Track, survey, refine

After three to six months, survey mentees on confidence, engagement and time-to-competency. Compare the data to pre-program benchmarks and adjust pairings, frequency or resources. Practices that fold professional-development feedback into annual reviews see stronger loyalty over time, partly because employees see a path forward, not a ceiling.

www.physicianspractice.com

Upcoming Members Only Webinar

Healthcare Leaders Association of Texas offers Free Member webinars each month to state chapter members. These webinars are archived on our Webinar Page in the Members Only area for view on demand after the webinar as well.

September 9, 2025 / 12:00 - 1:00pm Central

Slips, Trips and Falls - Jacob Yates, CHC, CHCP



About the Webinar: Slips, trips, and falls are one of the most common causes of workplace injuries. During this presentation leaders will learn practical strategies for reducing risk, such as ensuring proper housekeeping, mitigating interior and exterior risks, and encouraging use of safety devices and materials. The course emphasizes the importance of timely and accurate reporting of incidents and near-misses, fostering a safety-conscious culture that prioritizes open communication. Leaders will also explore special considerations, including addressing high-risk environments, accommodating older patient needs, and understanding the impact of weather and seasonal changes. By the end of the training, leaders will be prepared to champion effective prevention measures and promote a safer environment for employees and patients.

Learning Objectives:

- Equip leaders with the knowledge and tools to proactively prevent workplace incidents
- Provide leaders guidance on reporting slip, trip, and fall incidents
- Help leaders promote a culture of safety within their organization

About our speaker: Jake Yates is a seasoned healthcare professional with over 15 years of experience in regulatory compliance, Medicare audits, and risk adjustment. As a Compliance Consultant at Healthcare Compliance Pros, he helps healthcare organizations build stronger compliance programs, streamline audit processes, and stay ahead of HIPAA, OSHA, and corporate regulatory requirements. Prior to joining Healthcare Compliance Pros, Jake worked as a National Account Manager at Ciox Health and a Client Services Manager at Cotiviti. During this time, he assisted with hundreds of Medicare audits for several of the top 10 largest U.S. health insurance companies. Jake is also a dynamic speaker, known for delivering clear, actionable guidance on compliance and leadership to organizations of all sizes. ing healthcare organizations navigate complex challenges and achieve long-term success.

Live webinars and our on-demand webinar library are a FREE benefit of HLA Texas Membership. [HLA Texas Members - How to register for this webinar.](#)

SIGN IN to your Member Center on our website www.hlatexas.com using your HLA Texas username/password. **The SIGN IN** button is located on the top left of our webpage.

After you sign in to your Member Center, select the "**Monthly Webinar Series**" button for registration and access to the on-demand webinar library.

www.hlantx.com

**HEALTHCARE LEADERS ASSOCIATION
NORTH TEXAS
NETWORKING EVENT & HAPPY HOUR**

CHEERS

**26 AUGUST 2025
TUESDAY 530-730PM
THE RESERVE- LAS COLINAS**

5910 N MacArthur Blvd, Ste 121, Irving, TX 75039

Networking is not an event; it's a mindset. It's about continually seeking new connections and ways to add value to others. Join our event to find the solution.

HLA
HEALTHCARE LEADERS ASSOCIATION
NORTH TEXAS

Email your RSVP to:
hla.northtexas@gmail.com

Group Membership

Interested in your colleagues joining HLA Texas?

Medical practices that wish to purchase multiple Active memberships:

After 5 paid \$150 Active memberships, each additional membership from the same group is discounted to \$100.

If your practice is interested in taking advantage of the discounted group membership, please contact our office via email at: admin@hlatexas.com or phone at (205) 981-0011.



Healthcare Leaders Association of Texas champions excellence in healthcare leadership, providing resources and networking for professionals to improve care delivery and influence industry standards for a healthier tomorrow.