

ADVISORY COMMITTEE MINUTES

DATE: Wednesday, February 11, 2026
TIME: 4:30pm
LOCATION: WebEx Only

- I. Convene (Mike Arieta, Chair) at 4:32pm
- II. Introductions/Role Call (Chair)

Association	Member Name	Present
Dentists Concerned for Dentists	Dr. Charles Wilkinson	X
MN Academy of Nutrition and Dietetics	Lindsay Heidelberger	X
MN Ambulance Association	Joe Newton	X
MN Acupuncture Association		
MN Academy of Physician Assist.	Tracy Keizer	X
MN Assoc. of Marriage and Family Therapy	Calvin Hauer	X
MN Assoc. of Naturopathic Physicians	Aidanne MacDonald-Milewski	X
MN Chiropractic Assoc.	Jake Dalbec	
MN Dental Assoc.	Dr. James Omlie	
MN Health Systems Pharmacists	S. Bruce Benson	X
MN Medical Assoc.	Stephanie Lindgren	X
MN Nurse Peer Support Network	Katy Callaway	X
MN Nurses Assoc.	Nathanel Lew	X
MN Occupational Therapy Assoc.	Karen Sames	X
MN Optometric Assoc.	Georgiann Jensen Bohn	X
MN Organization of Leaders in Nursing	Lucy Furlong	
MN Organization of Registered Nurses	Nicki Gjere	X
MN Pharmacists Assoc.	Sue Anderson	X
MN Podiatric Medicine Assoc.	Dr. Kari Prescott	
MN Veterinary Medicine Assoc.	Dr. Marcia Brower (Vice Chair)	X

Minnesota Psychology Association	Anne Schissel	X
National Assoc. of Addiction Professionals, MN	Sandy Clark	X
National Assoc. of Social Workers, MN Chapter	Michael Arieta (Chair)	X
Public Member	Joanne Kronstedt	X
Public Member	Hafsa Askar Mohamed	

Other Attendees:

- III. Review Minutes from 11/12/2025
 - a. Edit formatting regarding discharge data
 - b. Approved with edit Mike and Marcia 2nd
- IV. Review Proposed Agenda
 - a. Approved Mike and Bruce 2nd
- V. Public Comments: None
- VI. Presentation: MN Dept of Health, Teri Fristma, PhD
- VII. Minnesota Department of Health, Office of Rural Health and Primary Care
Source: Minnesota Healthcare Workforce Survey

Key Findings

1. Workforce Growth

- ♣ Healthcare professions overall are growing.
- ♣ **LPNs show a decrease in growth.**

2. Demographics

♣ Sex/Gender:

- 1. No gender identity data collected (survey fatigue concerns).
- 2. % female by profession – Highest for: Dental Hygienists(97.4%) LPN (92.7%), RN (89.6%) Lowest for: Dentists (42.5%) and Physicians (39.6%) Dentists are shifting more towards female workforce than other professions.
- 3. Discussion around growth of professionals and storage with demand increasing, in addition to areas of practice professionals are choosing.
- 4. Veterinary medicine seeing a decrease in rural providers
- 5. LADC storage all over the state.
- 6. No data on whether or not less individuals are participating in higher education and entering in professional fields. Data does not support less professionals, just not enough for demand and access.

♣ Age:

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1. Median age varies by profession; psychologists and physicians are older (median age > MN average of 41).
 2. Aging professions raise concerns about pipeline and future supply.
 - ♣ **Race/Ethnicity:**
 1. MN population: ~24% people of color; healthcare workforce: ~20%.
 2. Diversity increasing among new licensees (29% in 2024).
 3. Some professions remain predominantly white (PTs, PAs).
 - ♣ **Geographic Distribution**
 1. Providers are **maldistributed**—concentrated in urban areas.
 2. Rural access is a major concern, especially for **psychiatrists, OB/GYNs, and general surgeons**.
 - ♣ **Telehealth**
 - ♣ High adoption among psychologists and psychiatrists, helping mitigate rural access issues.
 - ♣ ~30% of providers report serving rural patients via telehealth weekly or daily.
 3. **Workplace Trends**
 - ♣ **Private Practice:**
 1. Declining among dentists (aging workforce).
 2. Increasing among mental health providers (possibly due to COVID and telehealth flexibility).
 - ♣ **Utilization & Retention**
 1. Most licensed professionals work in their field, but some (e.g., RNs) show higher rates of non-practice.
 2. Retention is a growing concern—especially for nurses and physicians.
 - ♣ **Work Satisfaction & Burnout**
 1. Satisfaction declined across all professions since 2019.
 2. Burnout and dissatisfaction doubled as reasons for planned exits.
 3. Younger providers (<40) increasingly plan to leave within 5 years (notably RNs).
 4. Top dissatisfaction drivers: heavy workload, lack of appreciation, poor management response, low pay.
 4. **COVID Impact**
 - ♣ Accelerated retirements and workforce turnover.
 - ♣ Increased stress and dissatisfaction, especially among hospital-based RNs.
 5. **Biggest Takeaways**
 - ♣ Workforce is growing and diversifying, but **retention and burnout** are critical challenges.
 - ♣ Rural access remains problematic despite telehealth gains.
 - ♣ Satisfaction trends show systemic issues post-COVID, requiring policy focus on **workforce resilience** and retention strategies.
 - VIII. HPSP Updates: None
 - IX. Legislative Updates: None

- X. Association Updates: Veterinary Technicians to be licensed and eligible for HPSP.
Consider adding a representative for Vet Techs.
- XI. Adjourn: (Chair) @ 5:49pm

Next meeting: May 13, 2026 4:30pm WebEx and in person at 335 Randolph. Dr. Hannah Brown,
Hennepin County Toxicology Lab Director.