

PROGRAM COMMITTEE MEETING MINUTES

Date: 05/13/2025

Location: Virtual and In-Person at 335 Randolph in Split Rock Conference Room

Time: 10:00 AM CST

Minutes

- I. **Meeting called to begin at 10:02am by Chair Mary Noble**
- II. **Introductions:**

| Board | Name | In Attendance? |
|--------------------------------------|--|---------------------|
| Behavioral Health and Therapy | Bharati Acharya | x |
| Chiropractic Examiners | Mary Noble | x |
| Dentistry | Samuel Ankrah | x |
| Dept of Health | Robert Dehler/Daphne Ponds/Debbie Thao | |
| Dietetics & Nutrition | Susan Estes | x |
| Long Term Services & Supports | Steve Jobe | x |
| Marriage & Family Therapy | Jennifer Mohlenhoff | x |
| Medical Practice | Averi M. Turner | x |
| Nursing | Tracy Sonterre-Rieger | x |
| Occupational Therapy | Karoline Pierson | x |
| Office of Emergency Medical Services | Amber Lage | Tanya Armstrong |
| Optometry | Britt Heglund | |
| Pharmacy | James Bialke | Dr. Aaron Patterson |
| Physical Therapy | Kathy Polhamus | x |
| Podiatry | Ryan Peterson | |
| Psychology | Michael Thompson | x |
| Social Work | Linda Gustafson | x |
| Veterinary Medicine | Jody Grote | Dr. Pam Johnson |

Other Attendees: Kim Navarre (HPSP – Director), Rochelle Perry (Presenter for MNNP – Treat Yourself First Campaign), Rebecca Moscow (Board of Social Work), Beth Korth (Board of Social Work), Caren Gaytko (Board of Nursing), Nichole Williams (HPSP – Case Manager), Pang Yang (HPSP – Case Manager), Johanna Gangl (HPSP – Case Manager), Eldaa Ferraro (HPSP – Case Manager Assistant), Kerry Gibbons (HPSP – Office Manager)

- III. **Review: Minutes from February 18, 2025 meeting (Chair) – Minutes Approved**
- IV. **Review: Proposed agenda (Chair) – Agenda Approved**

V. Public comments (Chair) – None

VI. Recognition: Kathy Polhamus – Kathy is finishing up her time with us on the HPSP Program Committee for Physical Therapy. Director, Kim Navarre, presented a certificate signed by Governor Walz, recognizing Kathy’s 13 years of work on the committee.

VII. Presentation: Treat Yourself First (Rochelle Perry, CNP)

Overview: Founded in 2024 by the Minnesota Medical Association, with support from the Minnesota Department of Health, the Treat Yourself First Coalition is a group of Minnesota-based professional associations working together to end the fear and stigma that many healthcare professionals experience when in need of mental health services and support.

Mission: Our mission is to create a supportive, stigma-free environment where healthcare workers can prioritize their well being without fear of judgement.

Scope of Problem: Burnout from stress of patient care, combined with stigma of seeking MH Support. Even before the pandemic, 35-54% of nurses and physicians, and 45-60% of medical students and residents reporting symptoms of burnout, according to the National Institutes of Health.

A 2017 study published in *Mayo Clinic Proceedings* found that overall, about 40% of physicians reported reluctance to seek formal medical care for treatment of a medical condition. Advanced Practice Registered Nurses (APRNs) and pharmacists also struggle with concerns about being perceived as weak or unable to handle the stresses of the job.

Website: <https://www.treatyourselffirst.org/> Here you can find resources, including a section for HPSP and several other resources for providers. The list is extensive and can be broken down by profession, too. You can also find mission statement, stake holders, statistics on various Healthcare Providers.

There is a page called the Coalition Toolkit Page – this has various flyers, social media posting templates, header JPGs, LinkedIn JPGs, Print-Ready PDFs, etc.

Discussion followed presentation of note:

Question from Dr. Johnson with Veterinary Medicine: Why is veterinary medicine not included? This is a very new resource and there are absolutely points that can be brought up and other professionals that can be engaged. Kim and Rochelle agreed to following up with some parties, including shareholders and the MN Medical Association, to inquire and discuss on this concern.

VIII. HPSP Updates, Kim Navarre presenting:

Referral Trends and Caseloads

In April 2024, HPSP received its highest number of referrals since at least 2020. The average caseload per team member is currently in the mid-80s.

Referral Sources

Third-party reports have increased, likely reflecting the impact of this year's outreach efforts. Notable outreach activities included engagements with medical students at Mayo Clinic, the M Health Fairview system, Minnesota Children's Hospital, the Minnesota Social Services Conference, and the Optometry Association Conference.

The number of self-reports has remained consistent compared to previous periods.

Referrals related to board eligibility and orders have risen this year. Eligibility determinations continue to be the most common type of referral received.

Diagnosis Trends

The most frequently observed diagnoses among participants include Alcohol Use Disorder, Anxiety, Depression, Post-Traumatic Stress Disorder (PTSD), Attention-Deficit/Hyperactivity Disorder (ADHD), and Cannabis Use Disorder. Notably, only two of these six diagnoses are substance-related.

Medical Director Contract

The contract for the Medical Director of HPSP is up for renewal. The process to select a new or returning consultant is currently in the submission evaluation stage.

Conference Participation and Insights

Participation in conferences has facilitated cross-state licensing connections and collaboration with other organizations.

HPSP attended the Federation of State Physician Health Programs (FSPHP) Conference, with Kim and Pang representing the program. Kim found a presentation on dental practices particularly beneficial, highlighting the unique challenges faced by solo practitioners. She plans to share these insights with HPSP staff in the fall. Pang attended sessions on risk management, emphasizing the role of HPSP as a supportive component within large health systems' risk management strategies. fsphp.org+3fsphp.org+3fsphp.memberclicks.net+3

Currently, Tracy, Valerie, and Lisa are attending the National Organization of Alternative Programs (NOAP) Conference.

Looking ahead, Kim is scheduled to attend both the NOAP and FSPHP conferences next year to continue learning and building relationships with counterparts in other states.

IX. Discussion: DEI subcommittee

-
- **Samuel A. from Board of Dentistry** - proposed creating an annual recognition event to honor healthcare practitioners who serve underserved and underrepresented communities. This initiative would celebrate their dedication and inspire others to provide care in areas with limited access to healthcare services.
 - **HPSP outreach** – HPSP serves approximately 1% of licensed professionals per board. If your board is presenting at an event, please include HPSP in your presentation or outreach efforts. We can provide materials and support to help raise awareness about our program.
 - **Reconfirm the statement.**
DIVERSITY, EQUITY, AND INCLUSION
1. At the Health Professionals Services Program (HPSP) we believe in One Minnesota, where all people are valued and respected for their backgrounds, knowledge, abilities, and experiences. We recognize the importance of supporting diversity and fostering inclusion both within the agency, for our participants and community. We commit to making diversity, equity, and inclusion part of our daily work by intentionally listening to one another and taking purposeful action. HPSP recognizes that diversity, equity, and inclusion require ongoing and evolving efforts. Such efforts will be identified, reviewed, and implemented on an ongoing basis. (2022)

Averi M. Turner made motion to strike the word “respected” from the sentence – “At the Health Professionals Services Program (HPSP) we believe in One Minnesota, where all people are valued and respected for their backgrounds, knowledge, abilities, and experiences.” Caren Gaytko second.

- X. Next month’s meeting – Office of Cannabis Management will be presenting. This will be an hour and a half meeting and in-person space is reserved for this opportunity. November meeting will be 3rd Tuesday (11/18/2025) as the week prior is a holiday.
- XI. Motion to adjourn – K. Pierson, second by Susan Estes. Meeting adjourned 10:50AM CST.