

PROGRAM COMMITTEE MEETING MINUTES

Date: February 10, 2026

Location: Virtual via WebEx and In-Person at Minnehaha Conference Room at HLB Office

Time: 10:00 AM CST

- I. Meeting called to begin at 10:01AM by Chair Mary Noble
- II. Introductions:

Board	Name	Present/Not Present
Behavioral Health and Therapy	Bharati Acharya	Present
Chiropractic Examiners	Mary Noble	Present
Dentistry	Samuel Ankrah	Present
Dept of Health	Robert Dehler/Daphne Ponds/Debbie Thao	Not Present
Dietetics & Nutrition	Susan Estes	Present
Long Term Services & Supports	Steve Jobe	Present
Marriage & Family Therapy	Jennifer Mohlenhoff	Present
Medical Practice	Averi M. Turner	Present
Nursing	Tracy Sonterre-Rieger	Not Present Joined by: Caren Gaytko
Occupational Therapy	Karoline Pierson	Present
Office of Emergency Medical Services	Amber Lage	Not Present Joined by: Tanya Armstrong
Optometry	Britt Heglund	Not Present
Pharmacy	Awaiting new representative	Not present Joined by: Aaron Patterson
Physical Therapy	Allen Rasmussen	Present
Podiatry	Cydnee Fields	Present
Psychology	Michael Thompson	Present
Social Work	Linda Gustafson	Present
Veterinary Medicine	Jody Grote	Present

Other Attendees: Kim Navarre (HPSP – Director), Kerry Gibbons (HPSP – Office Manager), Tracy Erfourth (HPSP – Case Manager), Deb Endly, Katie Morgan (HPSP – Case Manager Assisitant), Eldaa Ferraro, Bridgett Anderson, Elizabeth Huntley, Teri Fritsma

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- III. **Review: Minutes from meeting (Chair) – Moved (Allen) Second (Jody)**
 - IV. **Review: Proposed agenda (Chair) – Moved (Allen) Second (Jody)**
 - V. **Public comments (Chair) – None**
 - VI. **Presentation: Minnesota’s Licensed Healthcare Workforce (2024–2025)** Presenter: Teri Fritsma, Ph.D.,
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%)

- **Age:**

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.

VI. HPSP Updates: None

VII. **Motion to Adjourn 10:58AM: Chair (Mary Noble) Approved (Allen) 2nd (Jody)**

Next Meetings:

May 12, 2026 – Dr. Hannah Brown, Hennepin Healthcare Toxicology Director
August 11, 2026
November 10, 2026

