



Annual Report
2025



MISSION

Support eligible licensed professionals and graduate students with physical, mental, or substance use disorders to promote individual wellbeing and public safety

ABOUT US

In 2025, NDPHP reaffirmed its role as North Dakota's essential partner in promoting health care provider well-being and patient safety. By combining early intervention, unwavering confidentiality, and professional support, NDPHP ensures professionals confronting mental health or substance use disorders have a dignified path to recovery and safe practice.

VISION

To be the leader in providing education, advocacy, and monitoring for all eligible licensed professionals and graduate students in ND to achieve rehabilitation for the good of self and the public

CORE VALUES

Educate ND individuals, employers, regulators, instructors, and administrative agencies related to the mission

Advocate and support optimal wellness for individuals impacted by physical, mental or substance use disorders

Monitor and support adherence with recommended rehabilitation

Contact Us:

Email: info@ndphp.org

Website: <http://ndphp.org>

OUR IMPACT

2025 Highlights

In 2025, the NDPHP achieved significant milestones that underscore our commitment to excellence and participant support. We completed a comprehensive policy review and revision, ensuring that our framework remains current, effective, and aligned with best practices.

Our outreach and engagement efforts resulted in a 40% increase in referrals, reflecting growing trust in our program and its impact. We successfully achieved our strategic goals, with over 90% of participants actively in practice and less than 20% under a Board Order, while sustaining a voluntary participation rate exceeding 90% at year-end. These outcomes demonstrate the strength of our collaborative approach and the dedication of our participants.

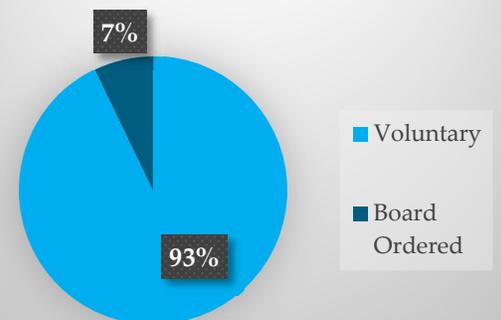
Operationally, we implemented efficiencies in key processes, streamlining workflows to enhance responsiveness and reduce administrative burden. A major initiative this year was the launch of an annual check-in process, designed to foster ongoing communication and support for participants. Feedback from the 2025 Participant Survey was overwhelmingly positive. Respondents highlighted the effectiveness of our outreach activities, the impact of stigma reduction efforts, and praised the professionalism and communication of the NDPHP team. These insights affirm that our strategies are resonating and making a meaningful difference.

As we look ahead, these achievements position us to continue advancing our mission of supporting professionals and promoting safe, healthy practices across the state.

Practicing



Enrollment



Our Role

The North Dakota Professional Health Program (NDPHP) continues to serve as a vital resource for professionals facing challenges that may impair their ability to practice safely.

Referrals to NDPHP encompass a wide range of conditions, including physical health concerns, mental health issues, and substance use disorders. In addition, we receive referrals related to professionalism complaints and boundary concerns, reflecting our role in promoting both clinical competence and ethical practice.

Not all referrals require formal monitoring. In fact, approximately 30% of individuals referred to NDPHP do not enter into a monitoring agreement and are instead supported through targeted resources, guidance, and outreach, enabling them to address concerns proactively without intensive oversight.

For those who do engage in monitoring, the impact can be profound. Our structured approach—combining accountability with compassionate support—has proven life-changing. One participant shared that our monitoring and accountability “saved their life” as they navigated recovery from a substance use disorder. This powerful feedback underscores the importance of our mission and the difference we make in the lives of professionals and the communities they serve.

Leadership

2025 Board of Directors:

Maureen Bentz, President

Beth Stroup-Menge, Vice President

Vaune Johnson, Treasure

Dr. Grant Syverson, MD

John Seifert, PA

Melinda Goodman

Marnie Walth

Cheryl Froelich

Dr. Derek Weigund, DDS

Stephanie Sievert, Ex-officio

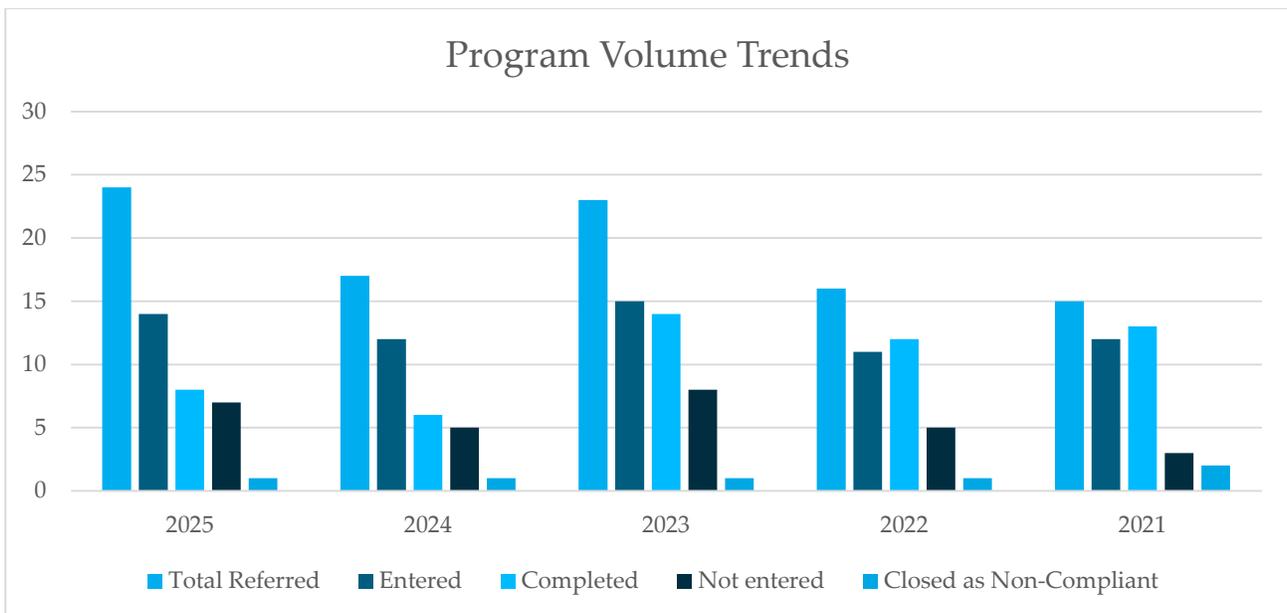
Staff:

Dr. Melissa Henke, MD

Medical Director

Maggie Seamands, RN, MSN

Executive Director



Your
Partner
in the
Process



NORTH DAKOTA PROFESSIONAL HEALTH PROGRAM

Email: info@ndphp.org

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Our Reach

And Continuing Commitment

The North Dakota Professional Health Program (NDPHP) experienced a year of significant growth and innovation in 2025, marked by strategic initiatives and strengthened partnerships. Our efforts focused on enhancing program efficiency, expanding outreach, and reinforcing our commitment to supporting licensed professionals.

One of the cornerstone achievements was legislative collaboration with other licensing professionals, ensuring alignment across regulatory bodies and fostering a unified approach to professional health and wellness. This collaboration laid the groundwork for reducing stigma associated with mental health or substance use disorders as well as the scaling of best practices.

Our outreach efforts were expansive and impactful with over 20 educational presentations to key stakeholders, a variety of licensed professionals, and graduate students. Specifically, the NDPHP launched an educational series designed to inform the public and key stakeholders about our program, substance use disorders, and monitoring requirements, reinforcing our role as a trusted resource for education and advocacy.

These initiatives were supported by engagement with key stakeholders and referral sources, strengthening relationships and ensuring continuity of care for participants.

Internally, we focused on governance and organizational culture. We built our Board of Directors with a diverse and energized team of leaders, bringing fresh perspectives and expertise to guide the program forward. Additionally, we updated our mission, vision, and values statements, reaffirming our commitment to excellence, integrity, and compassion.

Collaboration remained a central theme throughout the year. We deepened partnerships with the North Dakota Board of Medicine and the University of North Dakota School of Medicine, creating synergies that enhance education, and clinical support for professionals in need.

These accomplishments reflect NDPHP's dedication to innovation, collaboration, and service. As we look ahead, we remain committed to advancing the health and well-being of licensed professionals across North Dakota.