

To: The Evergreen State College MPA Admissions  
From: Julius Mbewe

Date: 05/28/2023

Subject: Addressing Healthcare Management Challenges: Enhancing Workforce Diversity and Professional Shortages. Health is Wealth

Problem Definition Argument:

I am writing to bring attention to the critical challenges faced by the healthcare management field in our country and to advocate for immediate action. The shortages of licensed medical professionals and the lack of diversity in healthcare leadership roles have severe implications for the accessibility and quality of healthcare services. It is essential that we address these pressing issues promptly to ensure equitable healthcare delivery for all.

The shortage of licensed medical professionals, including physicians, nurses, and allied health personnel, has reached an alarming level. The current supply of professionals falls significantly short of the increasing demand for healthcare services due to population growth, aging demographics, and technological advancements. As a result, patients experience inadequate access to care, longer waiting times, and compromised health outcomes. This crisis disproportionately affects rural and underserved areas, exacerbating healthcare disparities and leaving vulnerable populations without essential medical support.

In addition to the professional shortages, the lack of diversity in healthcare leadership compounds the existing challenges. Our healthcare system should reflect the diversity of the patient populations it serves. However, the current composition of leadership roles, including hospital administrators, department heads, and policy decision-makers, does not adequately represent this diversity. By failing to prioritize culturally competent care and inclusive healthcare policies, we perpetuate systemic inequities in access and quality of care.

To address these challenges effectively, I propose a comprehensive approach:

**Invest in healthcare education and training programs:** We must expand the capacity of medical schools, nursing programs, and allied health training institutions to produce a greater number of qualified professionals. Additionally, financial incentives such as loan forgiveness programs or scholarships will attract individuals to pursue careers in underserved areas or specialties facing shortages.

**Promote diversity in healthcare leadership:** Policymakers should initiate targeted recruitment efforts, mentorship programs, and leadership development opportunities to encourage diverse representation in leadership positions. Inclusivity should be embedded in organizational practices and policies to ensure equitable access to leadership positions and decision-making roles. As a last resort, if these efforts fail, we should consider offering work visas to foreign

nationals from countries that have a working relationship with the USA, allowing employers to sponsor work visas.

Leverage technology and innovative care delivery models: We should harness the power of technology to alleviate the strain on the healthcare workforce. Telehealth services, remote monitoring, and artificial intelligence-driven solutions have the potential to enhance efficiency, reduce administrative burden, and optimize resource allocation. These advancements will ultimately improve patient outcomes and increase access to care.

In conclusion, our healthcare system requires immediate attention to address professional shortages and the lack of diversity in leadership. By investing in education and training, promoting diversity in leadership, and embracing technological advancements, we can enhance healthcare management and ensure equitable access to quality care for all individuals across our country.

Thank you for considering these policy recommendations. If you require any further information or have additional questions, please do not hesitate to contact me.

Sincerely,  
Julius Mbewe